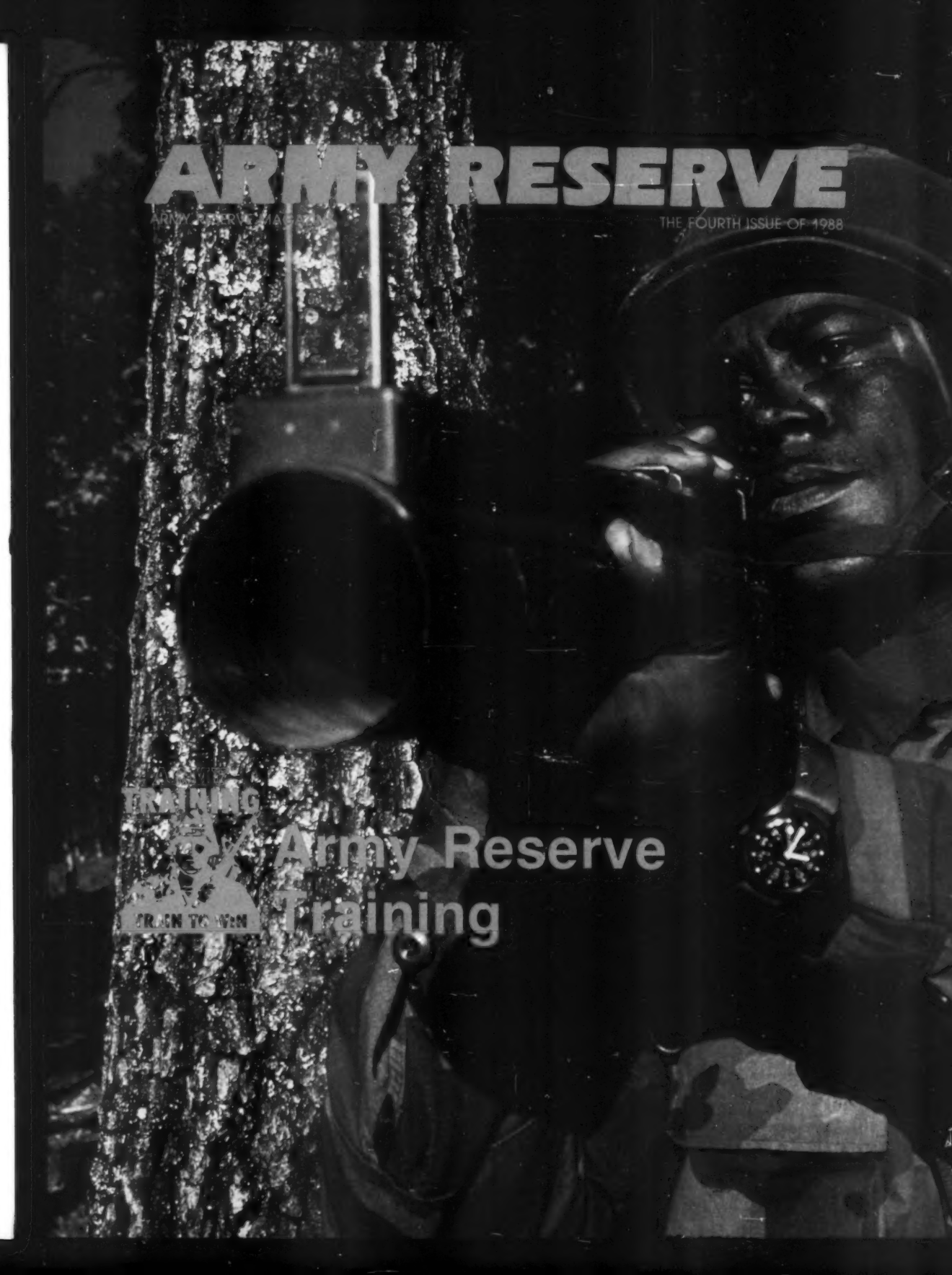

ARMY RESERVE
THE FOURTH ISSUE OF 1988
Army Reserve
Training

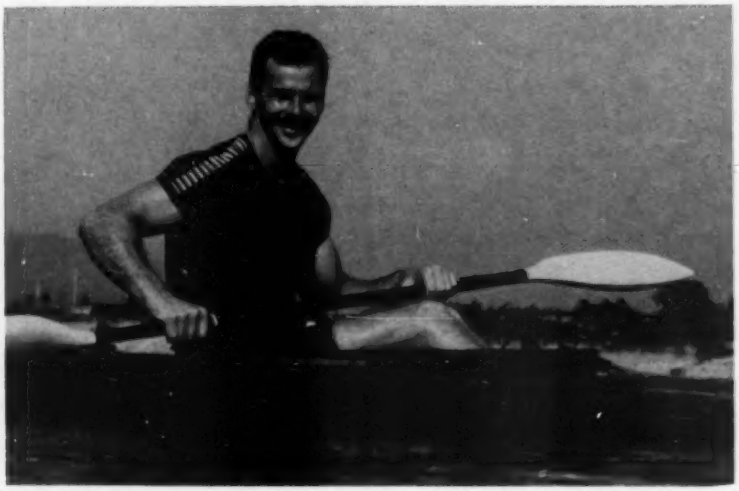
Army Reserve Olympians

As we watched in awe the performances of the world's best athletes in Seoul, Korea, in September, most Army Reserve soldiers did not know that among the U.S. Olympic contingent were several of our own.

Seven U.S. Army Reserve soldiers were on teams as competitors or alternates, and an eighth served as a coach.

Spec. Kennedy McKinney — the Army Reserve's gold medal Olympian.

Sgt. George Haas III, with a 13th-place finish in trap shooting, had the best Olympic performance of the four USAR shooters who competed.



Capt. Dave Gilman was an alternate member of the U.S. Olympic kayak team.

No doubt the best-known Reservist Olympian is Spec. Kennedy McKinney, the bantamweight boxer who claimed the gold medal in a televised match. McKinney left active duty last year, and is now a soldier of the IRR.

Several Olympic shooters are involved with the Army Reserve marksmanship program.

Maj. Robert K. Mitchell, Englewood, Colo., an IMA officer, was head coach of the U.S. Olympic Rifle Team.

Sgt. George Haas III, an IRR soldier from Gainesville, Fla., placed 13th in trap shooting competition.

SFC Kimberly Dyer, a member of the 94th Gen. Hospital, Mesquite, Texas, placed 18th in women's air pistol competition.

SSgt. Darius Young, an IRR soldier who presently resides in Winterburn, Alberta, Canada, placed 18th in men's free pistol competition.

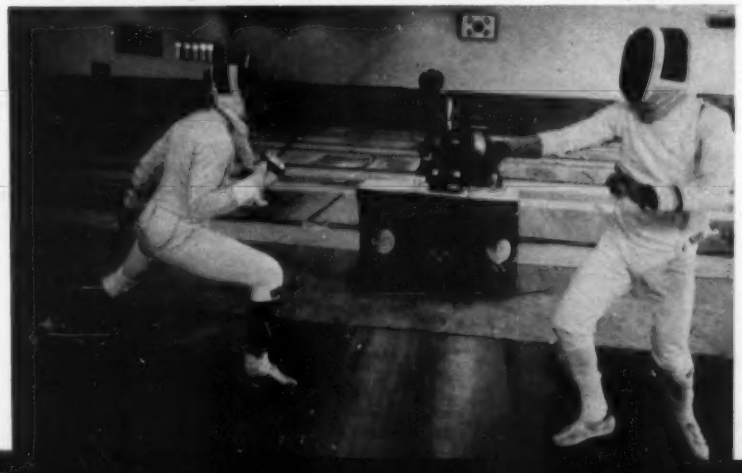
SSgt. Ruby Fox, an IMA soldier from Parker, Ariz., placed 26th in the womens's sport pistol event.

Two other Reserve soldiers also participated in the Olympics:

Capt. David Gilman, a member of the 319th Trans. Bde., Oakland, Calif., served as an alternate member of the U.S. kayak team.

Capt. John Moreau, an IMA officer from San Antonio, Texas, was a reserve member of the U.S. epee fencing team which finished 11th.

One of these practicing fencers is Capt. John Moreau, a member of the U.S. epee team.



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Army Reserve Magazine
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Fourth Issue of 1988

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FRONT COVER: During infantry training at Fort McCoy, Wis., SSgt. Darell Smith, Detroit, Mich., prepares for an ambush with an M-79 LAW. An article about this training program begins on page 17.

Army Reserve photo by Joe Cordo

BACK COVER: The ribbons we wear on our uniforms are the soldiers' pride; they tell our colleagues who we are, where we've been, and what we've done. This chart reflects the latest revision of AR 672-5-1, which elevated in precedence the Army Reserve Components Achievement Medal (ARCAM). The photo of the ribbons is courtesy of *Soldiers Magazine*.

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"The Secretary of Defense shall require the complete and current dissemination to all Reserves and the Public of information of interest to the Reserve Components."
Section 278, Title 10, U.S. Code.

ADDRESS CHANGES

Here's how to change your address for *Army Reserve Magazine*:

Reserve unit members: Provide new address to your unit personnel technician for SIDPERS-USAR entry.

IRR, IMA or AGR Reservists: Provide new address to your personnel manager at ARPERCEN.

Postal Officials: Send Form 3579 to Army Reserve Magazine, c/o ARPERCEN, ATTN: DARP-EPO, 9700 Page Blvd. St. Louis, MO 63132-5200.

Official addresses, retirees, non-Reservists and others: Write to Editor, Army Reserve Magazine, 1815 N. Fort Myer Drive, Arlington, VA 22209-1808.

Paid Drills for IMA Soldiers Being Explored

Some members of the Army Reserve IMA program are getting something they've never had before: Regularly scheduled, paid, inactive duty training with their assigned agencies.

Officials at ARPERCEN note that more than 8,000 Reserve soldiers currently train as IMA's worldwide. In peacetime, IMA soldiers are assigned for training to active Army units and commands or to key Federal agencies. If mobilized, IMA soldiers would report to their assigned agencies for full time duty.

Until now, an IMA soldier has trained for a single 12-day annual training period. However, starting last summer, 100 IMA soldiers began also serving 24 paid inactive duty training (IDT, or "drill") periods with their agency each year, in addition to annual training. Each training period covers four hours of duty.

In comparison, members of Army Reserve units attend 48 paid IDT sessions each year and 12 to 14 days of annual training.

If funds permit, more IMA soldiers will be added to this new effort, called the Drilling IMA Program, in FY 1989.

ARPERCEN officials say the program will solidify working relationships between IMA soldiers and their assigned agencies. Paid IMA soldiers will also be able to provide greater continuity of effort in support of their agencies.

Reserve soldiers interested in finding out more about the Drilling IMA Program are encouraged to call their PMO or career adviser at ARPERCEN.

Top Maintainers, Suppliers Named

The winners of the Chief of Staff, Army, Awards for Maintenance and Supply Excellence have been announced.

Army Reserve winners and runners-up of the awards for **maintenance** excellence were:

Light category: 254th Supply Co., York, Pa.; 674th Trans. Co., Orlando, Fla.

Intermediate category: HHC 464th Engr. Bn., Schenectady, N.Y.; 803rd General Supply Co., Opelika, Ala.

Heavy category: 969th Maint. Co., Horseheads, N.Y.; 883rd Maint. Co., Fort Derussy, Hawaii.

Supply award winners and runners-up were:

Company and Equivalent level: 883rd Maint. Co., Fort Derussy, Hawaii; HHC 561st Support Gp., Omaha, Neb.

Battalion and Equivalent level: 980th Engr. Bn., Wichita Falls, Texas; 448th Engr. Bn., Fort Buchanan, P.R.

You may have noticed that one unit appears in the lists for both maintenance and supply awards of excellence.

The 883rd Maint. Co., Fort Derussy, Hawaii (on the shores of Waikiki), hosted the maintenance evaluators right on the heels of the supply evaluators. Both were obviously impressed with the unit's readiness.

Army Begins Retiring "Hueys"

The venerable workhorse of Army aviation, the UH-1 Iroquois helicopter, is finally being put out to pasture — at least most of the herd.

Nicknamed the "Huey," the UH-1 has been the mainstay of Army aviation since its debut in 1959. It was the first helicopter designed and manufactured to Army specifications, but now newer aircraft are taking over the Huey's missions.

"As a result of the new Army Aviation Modernization Plan (AAMP), we must retire nearly two-thirds of our UH-1 fleet to make room for newer acquisitions," said Lt. Col. Vaden Francisco, UH-1 product manager. "The remaining third will continue to support the Army's needs past the turn of the century."

Beginning this fall and continuing for several years, more than 2,300 Hueys will be retired, Francisco said. He added that the Army may retain a core of about 1,000 Hueys to support its command and control and general support missions.

Army Reserve Impact

Like the active Army and the Army National Guard, the Army Reserve aviation force will give up a portion of its Hueys. But, "while the AAMP taketh away from the Army Reserve, it also will giveth," notes Maj. Norman Gottlieb, the aviation analyst with OCAR's force management element.

"For the Army Reserve, the modernization of the aviation force means the conversion of our current Huey assault helicopter battalions to UH-60 Black Hawk battalions. So, while we will be losing some of our UH-1 fleet, we'll be gaining a more modern fleet of UH-60 helicopters."

Those Hueys which remain with the Army Reserve will eventually receive a modernization treatment or be replaced with an "off-the-shelf" commercial replacement.

Vietnam "Backbone"

Originally introduced as a medical evacuation aircraft, the Huey soon stimulated the imagination of pilots and tacticians who developed new roles and missions for the versatile helicopter. During Vietnam, the Huey was the backbone of all airmobile operations.

Through the years its missions have included medical evacuation, troop transport, resupply, command and control, flight training, airborne direction finding and electronic warfare, intercept and countermeasures.

The Huey has served the Army for almost three decades and has logged more than 23 million flight hours. The Army has more than 3,400 Hueys remaining in its fleet, about one-third of its total aviation force.

The loss of the Huey, when it eventually reaches the Army Reserve, "will be akin to losing an old friend to many Army Reservists who have grown up maintaining and flying her from the Vietnam era until today," noted Gottlieb. "But from this nostalgia comes the excitement created by the anticipation in the Army Reserve of the latest medium-lift helicopter, the CH-47D Chinook; the AH-64 Apache attack helicopter, and the Army's next proposed light helicopter, the LHX."

Francisco believes the old workhorse can continue to satisfy a need until a replacement system is decided upon and fielded. "I believe that when the last Black Hawk is flown to the boneyard for retirement, its crew will return home in a Huey," he joked.

Kerwin Award Presented To 81st ARCOM

The Army Reserve's 81st ARCOM, East Point, Ga., received the Gen. Walter T. Kerwin Jr. Award in July at the national convention of the Reserve Officers Association (ROA).

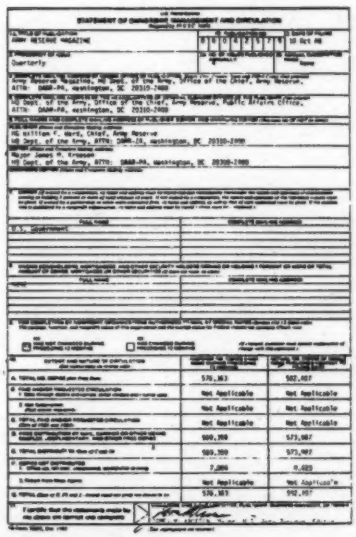
The award is presented each year by the Senior Army Reserve Commanders Association (SARCA) to the outstanding Reserve organization commanded by a general.

It is named in honor of the first commander of FORSCOM. Gen. Kerwin was also vice chief of staff of the Army from 1974 to 1978, and was a well-respected friend of the reserve components of the Army.

Memorabilia Sought

The Army Reserve's 80th Training Div., Richmond, Va., is seeking items concerning the Blue Ridge Division's history since its formation in 1917. The division is the second USAR training division to receive Army approval to establish an official historical holding area.

Persons wishing to donate items should contact Joe Covolo, division public affairs specialist and curator, 6700 Strathmore Road, Richmond, VA 23237-1198. Phone is (804) 271-5837.



An Army Reserve Glossary

The Army, and the Army Reserve, would be speechless without acronyms. Most of those appearing in this magazine are known to many Reservists, but if you're mystified, here's a glossary of the more frequently used terms.

ADT — Active Duty for Training. This type of active duty is performed by any Reservist attending a school, counterpart training or other special training activities.

AGR — Active Guard/Reserve. Army Reservists on full-time active duty in support of Reserve units and programs. The National Guard has a program of the same name, which is administered separately.

ARCOM — Army Reserve Command. One of 21 geographic major Army Reserve commands throughout the U.S. (plus one in Germany). Most (but not all) Army Reserve units are subordinate to an ARCOM, which is commanded by a Reserve major general.

ARPERCEN — Army Reserve Personnel Center in St. Louis, Mo. The nationwide administrative and personnel management center for the Army Reserve. It is the headquarters for AGR, IMA and IRR Reservists.

AR — Army Regulation.

AT — Annual Training. Active duty performed annually (usually for two or three weeks) by Army Reserve units and by IMA Reservists.

CONUSA — CONtinental U.S. Army. The five numbered Army headquarters, which are subordinate to FORSCOM and command Army Reserve units in their respective regions. CONUSAs are commanded by Regular Army lieutenant generals.

DA — Department of the Army. The headquarters of the Army, located in the Pentagon, Washington, D.C.

FORSCOM — Forces Command. The Army specified command headquartered at Ft. MacPherson, Ga., which commands virtually all Army Reserve units in the U.S.

FY — Fiscal Year. This is the budgetary and training year for the Army. It starts on Oct. 1 and ends on Sept. 30.

GOCOM — General Officer Command. A unit of the Army Reserve with a general officer commanding, other than an ARCOM or a Division (Training). GOCOMs are functionally organized and are usually identified as a brigade or command.

IDT — Inactive Duty Training. Defined by AR 140-1. The most common example of IDT is weekend drill.

IMA — Individual Mobilization Augmentee. A Reservist who is assigned to an active Army unit or agency with which he or she would mobilize in case of emergency. IMA's serve at least two weeks of AT with their unit of assignment each year.

IRR — Individual Ready Reserve. A Reservist who does not belong to a Reserve unit or hold an IMA assignment. IRR soldiers do not normally drill but may serve tours of ADT. Upon mobilization, IRR soldiers receive orders from ARPERCEN.

MUSARC — Major U.S. Army Reserve Command. The highest level of USAR unit commanded by a Reserve general. All ARCOMs, all Divisions (Training) and any GOCOM with a major general commanding is a MUSARC.

MUTA — Multiple Unit Training Assembly. Commonly known as "weekend drill." The most common form is a MUTA-4, which includes four four-hour unit training assemblies.

OCAR — Office of the Chief, Army Reserve. The agency of the DA staff in Washington responsible for Army Reserve policy and budget matters.

RC — Reserve Component. Each branch of the U.S. military services has a regular component and one or more reserve components. The reserve components of the Army are the Army Reserve and the Army National Guard of the U.S.

SIDPERS — Standard Installation/Division Personnel System. The Army Reserve-wide computerized personnel data base.

TAPA — Total Army Personnel Agency, formerly Military Personnel Center (MILPERCEN). Located in Alexandria, Va., this agency is the active component counterpart to ARPERCEN, and has some responsibilities affecting the Army Reserve.

Other acronyms are defined when they are used in a story.

ROPMA May Change Rules For Officers

A bill was considered by the 100th Congress during 1988 which, if passed, would change some of the rules governing the careers of reserve officers.

The bill — known as the Reserve Officer Personnel Management Act (ROPMA) — did not come to a congressional vote, but officials expect it to be reintroduced in the 101st Congress.

ROPMA was sponsored by Rep. G. V. "Sonny" Montgomery (D-Miss.). During hearings in September, the bill was supported by the chiefs of all the reserve components (including the Chief, Army Reserve), DOD officials and organizations such as the Reserve Officers Association and the Association of the U.S. Army.

ROPMA would modify many provisions of law governing reserve officer service, in many cases bringing it in line with active component officer management procedures. While the proposal includes more than 200 additions, deletions or amendments to the law, major changes would include:

- Establishment of a Reserve Active Status List (RASL). The Army RASL would include both Army Reserve and National Guard officers, and would be maintained by seniority within each grade. The Secretary of the Army could selectively remove officers from the RASL under certain conditions.
- Selection of commissioned officers for promotion on a "best qualified" basis, rather than "fully qualified" as is now the case through lieutenant colonel. ROPMA provides for both position vacancy and below-zone promotions and a voluntary delay in accepting a promotion.
- Authority for selective retention of officers who have twice been passed over for promotion, and for retention up to age 60 and beyond under certain conditions.

There's Night Baseball in Chicago . . . And SADT Has Gone Away

By Maj. Bob Pratt

Since March 1, the Army has been using new rules for Active Duty for Training (ADT) and what you *used* to know as Special Active Duty for Training (SADT).

The changes affect how — and sometimes if — Reserve soldiers perform short spurts of active duty. Here's a rundown of the biggest changes:

SADT is no more. It's been replaced by a new, tightly defined duty category, called Active Duty for Special Work (ADSW). Note that the term "training" is not part of the title. That is because training is an incidental benefit of the tour; the primary purpose is to accomplish work.

Examples are exercise controllers, marksmanship instructors, individuals who complete one-time administrative projects for units, and those who complete one-time, USAR-specific studies. These people are all doing something to help the Army Reserve.

When planned, organized training is the primary purpose of the tour (and we're talking here about duty other than annual training or unit drill), that's ADT. That some work is accomplished during ADT is incidental.

Reservists who participate in exercises for the purpose of sharpening mobilization skills (as opposed to Reservists who plan, control or otherwise conduct exercises) do so on ADT. So do Reservists who are marksmanship competitors, or who undergo on-the-job training leading to the award of a skill under supervision and by an approved program of instruction.

There's a message in this change: The orders must make it clear if a tour is intended for the accomplishment of work or for training. So says Congress; so says the Army. The recently revised AR 135-200 contains an annex meant to assist order-cutters make the distinction.

ADSW vs. AGR

Bells go off when Army Reservists serve more than 180 days of ADSW and are on active duty the last day of the fiscal year (Sept. 30). These soldiers then count against the end strength of the USAR's Active Guard Reserve (AGR) program, and the Army Reserve has to forgo filling a fulltime AGR position.

There is now a tracking system, maintained at ARPERCEN, which shows the numbers of ADT and ADSW days Army Reservists rack up. This allows managers to monitor the numbers and control the 180-day-plus business.

"60-Day Rule"

There have also been changes in the "60-day rule" with which many Reservists are familiar. It now works this way: No soldier will be placed on ADSW during October and November (the first two months of a fiscal year) unless there's been at least a 60-day break from the last day of an ADSW tour or a Temporary Tour of Active Duty (TTAD, which is funded by the Active Army, not by Reserve funds).

The break is necessary only if an Army Reservist has accumulated more than 30 days of ADSW and/or TTAD time during the last three months of the previous fiscal year. Short breaks in tours (30 days or less) to get around this requirement are forbidden.

Bultman Named Deputy Chief, Army Reserve

Brig. Gen. Roger C. Bultman

Brig. Gen. Roger C. Bultman, an infantryman who has served in key fulltime Army Reserve assignments, became Deputy Chief, Army Reserve (DCAR) on November 18.

As the deputy to Maj. Gen. William F. Ward, Bultman is responsible for internal management of OCAR and budget and policy guidance of ARPERCEN, and serves as acting Chief, Army Reserve in Ward's absence. He also serves on a variety of DA and DOD advisory and policy-making bodies.

Bultman, a native of Milwaukee, Wis., earned his commission at Officer Candidate School at Fort Benning, Ga., in 1966 and served in Vietnam from May 1967 to March 1970. Returning to Milwaukee after leaving active duty, he served with the 84th Division (Training) until joining the Active Guard Reserve (AGR) program in 1977.

As an AGR officer, Bultman served in St. Louis, Mo., at what is now ARPERCEN, and in several positions on the DA staff. From January 1987 until his reassignment, he was chief of staff of OCAR and commander of the Army Reserve Support Center, a field operating element.

Bultman, who was promoted on November 18, is one of five USAR generals on active duty.

Correct Address for Army Astronaut Program

The last issue of *Army Reserve Magazine* (p. 6) carried a story about the Army Astronaut Selection Program, for which Army Reserve soldiers are eligible to apply. After the story was prepared, one of the addresses listed in the story was changed.

For application information, write the Total Army Personnel Agency, ATTN: DAPC-OPB-A, 200 Stovall St., Alexandria, VA 22332-0400. The phone number is commercial (202) 325-3125 or Autovon 221-3125. It's a small office, so be patient.

The submission deadline is Dec. 31, and applications from Army Reservists must be submitted through command channels to ARPERCEN, ATTN: DARP-OPM-P, 9700 Page Blvd., St. Louis, MO 63132. See the last issue for more details.

For explanation of acronyms, see the Army Reserve Glossary on page 5.

Problem With GI Bill Eligibility? Here's Where to Get Help

Are you among the many Army Reserve soldiers who have received a letter from the Veterans' Administration stating that your entitlement for the Montgomery GI Bill has been curtailed? Or have you been notified that records indicate you are not eligible for educational assistance?

If so — or if you've had trouble obtaining answers about your entitlements under any of several incentive programs — there is a new office at ARPERCEN to help you.

The ARPERCEN Incentive Administration Center became operational in October. It has been established as a central location to assist all Army Reserve soldiers to resolve problems involving incentive programs.

The office can provide information or answer questions concerning:

- Montgomery GI Bill
- Army Continuing Education System (ACES)
- Selected Reserve Incentive Program (SRIP), which includes enlistment, reenlistment and affiliation bonuses.
- Educational assistance programs, including the Student Loan Repayment Program, the Health Professionals Loan Repayment Program and the new Specialized Training Assistance Program for Medical Corps and Army Nurse Corps officers.

If you have trouble receiving benefits through any of these programs, or need information about them, follow these steps:

Rule No. 1: In all cases, you must allow your chain of command to attempt to resolve your problem, answer your question or provide the information you need before contacting the Incentive Administration Center.

If you are a member of an Army Reserve unit: Contact your unit personnel officer or unit administrator first. If they cannot resolve your problem, contact your next higher headquarters. If your problem is still not resolved, then contact the ARPERCEN office.

If you are not a unit member: Contact your personnel management officer (PMO) or career adviser at ARPERCEN. If you still have a problem, contact the Incentive Administration Center.

The center's mailing address is CDR, ARPERCEN, ATTN: DARP-PAT-A, 9700 Page Blvd., St. Louis, MO 63132-5200.

To contact the center by phone, call (314) 263-7740/7741/7742, or Autovon 693-7740/7741/7742.

PEOPLE

SSgt. **Angela N. Adams**, 2122nd U.S. Army Garrison, has been named the Outstanding Female Athlete at the Univ. of Maryland-Baltimore County, where she is a full-time student. She holds records for running events from 100 to 800 meters and an assortment of relays. She's an administrative specialist with the 2122nd's adjutant section.

The legal profession has honored Maj. **John J. Copelan Jr.**, 174th Military Law Center, with the Harrison Tweed Special Merit Award from the American Law Institute and American Bar Association Committee on Continuing Professional Education. Copelan, deputy city attorney of Miami, Fla., was recognized for his contributions to legal education programs.

Sgt. Maj. **Dale L. Killion**, 103rd COSCOM, Des Moines, Iowa, received the Army Achievement Medal for his efforts in helping to save a life while in Germany on the REFORGER exercise. Killion assisted a German woman seriously injured in a bicycle accident.

Maj. **Edward Dowling III** has been called up to serve active duty eight times this year.

Each time he put on a different uniform.

The member of the 464th Engr. Bn., Schenectady, N.Y., participates in military reenactments, parades and "living history" pageants, portraying a soldier from the Revolution, Civil War or World War I. He is vice-chairman of the Adirondack-Hudson-Mohawk Chapter of the Company of Military Historians, a group of 45 serious students of military history.

Dr. (Brig. Gen.) **R. Malcolm Overbey**, who recently retired after more than 32 years of Army Reserve service, has been named the president-elect of the American Dental Association. He will become the president of the association in 1989. He is a practicing dentist in Memphis, Tenn., and associate professor at the University of Tennessee College of Dentistry.

As a Reserve dentist, Overbey commanded the 380th and 323rd Med. Dets. His final assignment was as Deputy Assistant Surgeon General for Dental Services (IMA) in Washington.

Maj. Edward Dowling III, in one of his guises.

Teamwork is a way of life for 1st Lt. **Ed Reynolds**, 2174th U.S. Army Garrison, Salem, Va. Not only is he a member of the USAR's 80th Tng. Div. team, he's an inside linebacker with the New England Patriots. The infantry officer, an ROTC graduate of the University of Virginia, says his Patriot teammates support his role as a Reservist. "Discipline formed in the military carries right over to football."

1st Lt. Ed Reynolds

Sgt. Maj. Dale L. Killion receives his Army Achievement Medal from Brig. Gen. Ross Pickus, IMA Deputy Chief, Army Reserve. They are in the field near Aschaffenburg, Germany, during REFORGER.

Photo by SFC Tom Murphy

Kristin Knoll, 18, was the winner of a Bicentennial of the Constitution essay contest sponsored by the 125th ARCOM, Nashville, Tenn. She wrote about the importance of the Constitution and the defense of the document over the past two centuries. She received a U.S. Savings Bond, Bicentennial Medallion and other gifts from ARCOM commander MG Dennis R. Jones. Her father, Maj. **Jerry Knoll**, is training officer of the 332nd Medical Bde., Nashville.

Dr. (Col.) **Helmut S. Schmidt**, surgeon of the 83rd ARCOM in Columbus, Ohio, received the Nathaniel Kleitman Distinguished Service Award in June for his work as director of the Sleep Disorders Evaluation Center at Ohio State University. He has been a Reservist since 1971.

Father-Daughter Reserve Team

By Sgt. Bob Rock

"Like father, like son" is a familiar phrase heard often as boys follow in the footsteps of their fathers. Sometimes fate turns the phrase into something more unusual — "like father, like daughter," for example, which applies to a pair of Army Reservists living in Maui, Hawaii.

When Teresa Ann Valle decided to join Co. B, 411th Engineers, she was only 17 years old and had to get her parent's approval and signature. When the recruiter went to their house to explain the Army Reserve to her parents, her father signed on the dotted line — for both of them.

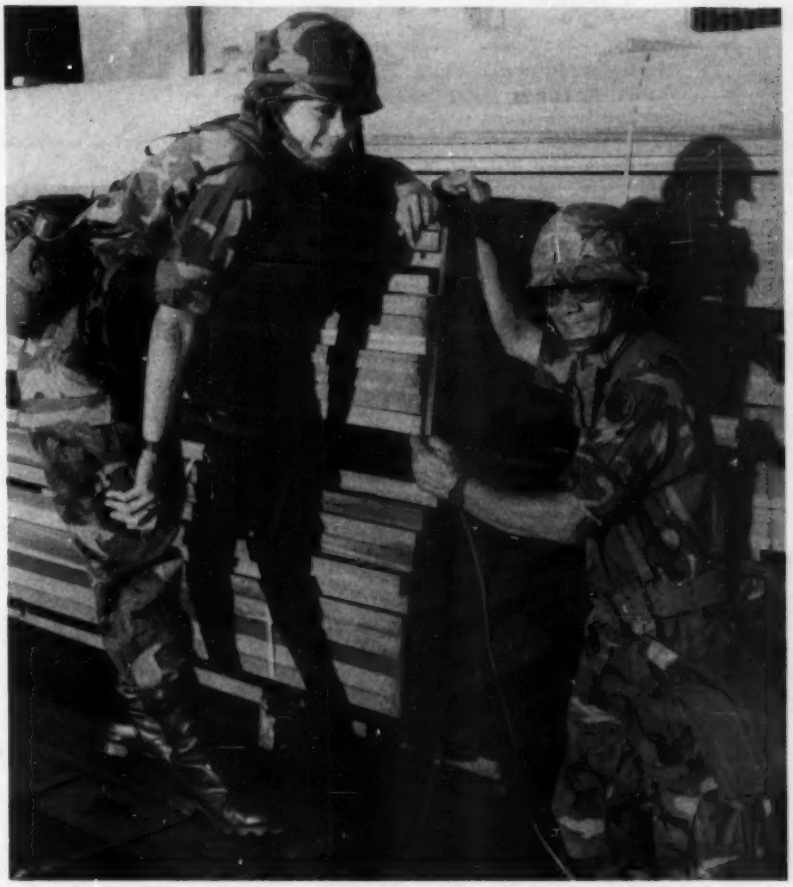
"I joined the Reserve because my daughter did," said Ernest Valle, now a specialist four in Co. B. "The recruiter came to the house to get permission for my daughter to join; while he was telling us about the Reserve I suddenly became very interested, and asked him if I was too old to join. He checked everything, and said I was eligible. It sounded like a good deal for both of us, so I joined too."

What's it like having Dad around at drill? "It's all right because we have individual responsibilities with our Reserve jobs," said Teresa Valle, now a private (2) with Co. B. "Sometimes it's awkward because I joke around with the guys and he doesn't like it. He's overprotective sometimes, but I guess most fathers try to shelter their daughters. Another nice thing about having Dad around is my mother doesn't worry as much about me."

Her dad knows about the advantages and disadvantages of having a Reservist daughter. "Sometimes I get upset, but that's because I'm her father. I don't like to get in her way, but if I see something that needs to be corrected — I correct it," he said.

"We have a close family relationship, which gives me an advantage to guide her in the right direction. There aren't really any disadvantages to her being in the Reserve. In fact, it reminds me of my younger days about 20 years ago when I was on active duty. I'm glad she's following in my footsteps."

Spec. Ernest Valle also has a son on active duty with the Army at Fort Knox, Ky. "I'm proud to be in the Army Reserve," he said. "It gives me the opportunity to be around younger people and to help them with my experience. And it makes me feel especially good that my family is a part of it."



Spec. Ernest Valle, right, shows his daughter, Pvt. (2) Teresa Anne Valle, one of the engineer's skills — how to measure construction lumber.

Army Reserve photo by Sgt. Bob Rock

New Rules, Benefits Coming For Montgomery GI Bill

By Lt. Col. Jerry L. R. Mowery

Educational assistance is an important benefit of Army Reserve participation for many Reserve soldiers. One of the most important forms of this assistance is the Montgomery GI Bill for the Selected Reserve.

This benefit is available to soldiers who enlist, reenlist or extend in a Selected Reserve component after July 1985. In the Army Reserve, "Selected Reserve" means members of troop program units, the IMA program and the AGR program.

It provides up to $140 per month for 36 months in exchange for a six-year commitment. Unlike the active component's Montgomery GI Bill, the reserve version is fully funded by the Department of Defense, and does not require any contribution by the participating Reservist.

According to the September 1988 report of the House Armed Services Committee, the Montgomery GI Bill for the Selected Reserve has been an unqualified success for service members and the Department of Defense. As of September, 109,127 members of the Selected Reserve have applied for benefits under the bill. Of that total, more than 27,000 are Army Reserve soldiers.

However, after three years of operation, it is time to do some fine tuning.

How It's Been Working

Under the current law, a Reserve soldier may receive benefits for undergraduate courses at accredited colleges and universities, after meeting the basic eligibility requirements — a high school diploma or its equivalent, completion of Initial Active Duty for Training (IADT), and 180 days' membership in the Selected Reserve. The bill does not provide benefits for graduate school, vocational or technical training or less-than-half-time study.

The Assistant Secretary of Defense for Reserve Affairs and the chiefs of the reserve components have been working with members of Congress to develop legislation to expand the bill's benefits so the program will continue to support the recruiting and retention goals of the services.

Changes Coming

Several changes will be made this year — and they are welcome ones for both unit technicians and service members.

Senate Bill 2049, passed by Congress in October, will authorize benefits for less-than-halftime study, will eliminate the "180-day rule," and will permit withdrawal from up to six credit hours without penalty or change in eligibility status.

Unit administrators claim that the current law — which requires both 180 days of membership and completion of IADT — is redundant for prior-service enlistees and unnecessary in the case of non-prior-service enlistees, since about 85 percent of all non-prior-service enlistees exceed 180 days of membership in the Selected Reserve before they complete IADT.

The new law will require only that "the member has completed the initial period of active duty . . ." regardless of the number of days required to do so.

Other Proposed Changes

Other changes may come as soon as next year, as a result of actions being considered by Congress.

House Bill 4213, sponsored by Rep. G.V. "Sonny" Montgomery, D.-Miss. — the "father" of the Montgomery GI Bill — would have added benefits for vocational and technical training and graduate school. However, because of uncertainty over the number of Selected Reservists who would actually participate, and the cost of the proposed additional benefits, House Bill 4213 did not pass this year. Action on those proposals has been postponed until next year and will require the drafting of new legislation.

Congress asked the Secretary of Defense to conduct a study and provide cost estimates by Feb. 1, 1989. If the new legislation is ready, it is expected to be considered at the same time as the FY 1990 Defense budget.

(Mowery is Assistant Director, Accession Policy, Office of the Assistant Secretary of Defense (Reserve Affairs).

Enforcement Coming?

Department of Defense officials are studying whether to start implementing penalty provisions which are included in the Montgomery GI Bill but which have not been enforced — yet.

The provisions — included in Section 2135(a)(1) of Title 10, U.S. Code — specifies penalties for Reservists who enlist in the Selected Reserve for Montgomery GI Bill benefits, and subsequently fail to live up to their enlistment contract.

The law permits the service, at its option, to:

- Order such individuals to active duty for two years or the remaining period of obligated service, whichever is less, or
- Require them to refund a portion of the educational entitlement.

Since the Montgomery GI Bill went into effect in July 1985, DOD has focused its efforts on determining eligibility and ensuring timely and accurate payment of benefits. Though development of an automated system to support the administration of the Montgomery GI Bill for the Selected Reserve has been challenging, the program management has matured to the stage where more time can be spent correcting any erroneous payments and assess whether the lack of enforcement has resulted in abuse of the bill.

For Soldiers Over 40

Army Changes Approach to Cardiovascular Screening

Soldiers aged 40 and over will have a new set of guidelines, as of Jan. 1, 1989, that will be used during the periodic physical examination that screens them for cardiovascular risk factors.

The guidelines, developed by the Army's Office of the Surgeon General in response to recommendations of the Armed Forces Epidemiological Board, center on having all soldiers exercise regularly and adopt life-style changes toward decreasing the risk of coronary heart disease.

The board, comprised of leading cardiac physicians, had conducted the first major review of the Army's 40-and-over cardiovascular screening program, which began in 1981.

New Approach

The program's original focus, said Col. (Dr.) Ken Block of the surgeon general's office, was aimed at detecting soldiers with no symptoms of heart disease and at clearing those aged 40 and over for taking the Army's physical fitness test. That approach, he added, relied heavily on the use of treadmill testing, but that test could pick up only about 30 to 40 percent of those persons with heart difficulty who do not exhibit symptoms or problems.

"Based on our knowledge back in 1981, that was the right approach to the program," Block said.

Now, armed with the review board's recommendations, the new program emphasizes screening for coronary risk factors; provides advice and assistance for controlling risk factors; provides specific guidance for sedentary persons about regular exercise (or gradually increasing intensity), based on age, sex, pulse rate and current level of fitness; and applies the treadmill test only to those in the highest risk category, which represents less than 15 percent of the total population screened.

Block said that, under the original program, once soldiers with risk factors (e.g., smoking or high cholesterol levels) passed the screening program, "they thought they were home free. There was little push to get them to change their risk factors, which, as you get older, become more of a problem."

Block continued, "All they really were doing, unwittingly, was setting the wrong goal — to be cleared for taking the physical fitness test. Now, with the new approach, we expect to have a more physically fit force and, in the long run, a lower rate of coronary problems."

Risk Appraisal

Block also pointed out a new feature built into the revamped program: The Health-Risk Appraisal Assessment (HRAA). "Typically, the HRAA seeks answers to questions about such lifestyle habits as smoking, diet, exercise, stress and alcohol use. It also looks into the subject's physiological status, producing data on weight, blood pressure, pulse rate and cholesterol levels.

"Our computerized analysis of that data compares the subject's response to a data base of epidemiologic and mortality statistics, providing — literally within minutes — an individualized report highlighting potential health risks while offering advice for lifestyle changes and disease prevention."

Block added that the "Army Wellness Check" will be phased in as part of all periodic physical exams as well as for those turning 40 years of age who receive the CVSP/HRAA as part of their physical. By offering advice on life-style changes and disease prevention, the Army hopes that soldiers will be able to avoid many of the causes for cardiovascular disease.

Different Rules for Different Ages

When the new guidelines go into effect in January, there will be no further requirement for soldiers, whether active-duty or not, upon reaching age 40 on or after Jan. 1 with no medical profile, to complete the screening program's clearance before continuing physical training or taking the fitness test.

Soldiers who reach 40 before Jan. 1 must be cleared through the "old" cardiovascular screening program before they can take the fitness test. This applies to soldiers who have not been screened and to soldiers who have been screened but not cleared.

However, Block explained, uncleared soldiers, unless profiled, should continue their current level of exercise during the screening process, including participation in unit or individual exercise programs. What's more, those soldiers who reach age 40 before Jan. 1 and who already have been cleared through the cardiovascular screening program will continue to take the fitness test unless prohibited by a medical profile.

"Under the new screening policy," Block said, "active-duty soldiers will undergo screening at the periodic physical examination coinciding with their 40th birthday. For the reserve-component soldier not on active duty, the screening and health-risk appraisal will be accomplished at the first physical examination on or immediately after their 40th birthday."

Besides the health benefit to the soldier, the revamped program offers a cost savings to the Army. "In the short run," Block continued, "the elimination of unnecessary testing will save dollars by not doing unneeded testing and by not taking the time of the soldier involved. In the long run, by targeting coronary risk factors, it will result in a healthier force; that's the real savings."

For explanation of acronyms, see the Army Reserve Glossary on page 5.

Travel Expenses and Taxes — A Reserve Soldier's Guide

By Charles Enis

In the last issue, we discussed the various situations where Reserve soldiers could claim tax deductions for certain Reserve-related expenses. This time, we will unravel the details behind the dollar computations surrounding such tax relief.

As we explained last time, before any tax deductions can be "taken to the bank," Reservists must:

- have unreimbursed miscellaneous expenses (including USAR-related items) in excess of 2 percent of adjusted gross income (AGI), and
- must qualify to itemize deductions.

The examples used in this article assume the Reservists have qualified on both counts.

Two Ways to Compute

Two methods are available to compute the amount that can be deductible for qualifying transportation expenses. The following example illustrates both.

During the tax year, PFC Evans drove his privately owned vehicle (POV) 400 tax-deductible miles. His total mileage (both deductible and non-deductible) for the year amounted to 8,000 miles. The total cost of operating his POV for the year was $2,453 (i.e., the total cost of gas, oil, repairs, maintenance, tires, insurance, tags, depreciation, etc.).

To determine the amount of his deduction, Evans can either:

1) Multiply his deductible mileage (400 miles) by the standard mileage allowance of 24 cents per mile, to compute a deduction of $96. This is called the *standard-mileage-allowance* method.

2) Multiply the $2,453 cost of operating his POV by the percentage he used his POV for deductible purposes. In this case, 400 miles divided by 8,000 miles equals 5 percent, and 5 percent of $2,453 computes a deduction of $123. This is called the *percentage-of-actual-cost* method.

Note that the deductible amount is $27 greater using the second method. However, in addition to keeping mileage records, this method also requires keeping detailed records of the cost incurred to operate the POV, and the understanding of rather complex rules for computing depreciation (See boxed story for more on this matter).

Another point to remember is that the method you use in the year you place your vehicle in service will affect your options in later years.

As of the beginning of 1987, interest expense on a loan for a POV is not involved in either method. Such interest is consumer interest, 40 percent of which is an itemized deduction for 1988.

Regardless of the method used to compute car expense deductions, taxpayers are allowed additional deductions for parking fees and tolls incurred on tax-deductible trips (traffic fines are never deductible). The cost of public transportation (e.g., fares for bus, cab, subway, etc.) is deductible if the incurrence of such is necessary for all or part of a tax-deductible trip.

Reimbursements

Taxpayers can take deductions only for expenses actually incurred; expenses that are reimbursed or otherwise provided by the government or other party are not deductible.

For example, if the Army provides billeting for Reservists who must travel from out of town, they will be denied a deduction for billeting for those nights, even if they chose to pay for a motel.

Also, if a Reservist is partially reimbursed for travel, both the reimbursement allowance and the total cost of the travel must be reported on Form 2106.

For example, Maj. Fields is a member of a unit headquartered in Baltimore. Her unit performs its AT in Washington, D.C. Thus, all members of her unit receive a travel allowance for AT covering a round trip from Baltimore to Washington.

However, Maj. Fields lives in New York and must travel a greater distance to AT. On her Form 2106, she will report both the travel allowance received from her unit, and her actual cost of traveling between New York and Washington. The actual cost, less the reimbursement, provides her with a deduction for her excess expenses.

Substantiation

Soldiers understand the importance of keeping their records straight, and this is particularly important when dealing with the Internal Revenue Service. Taxpayers are required to substantiate their travel and transportation deductions, or face the loss of these tax benefits and incur a possible negligence penalty.

Taxpayers must maintain sufficient records to substantiate:

1. The amount of each expense item.

2. The time and place the expense was incurred.

3. The business purpose of the expense.

4. The business relationship of other individuals involved in the expenditure.

Your records should be maintained "contemporaneously" — that is, keep your records as you do the travel, don't reconstruct it "after the fact."

If your only tax-deductible expense is transportation between training locations, and if the standard mileage allowance is used, you can substantiate such expenses with little clerical effort.

If your travel is always between the same two training locations, once the direct route mileage between these locations is established, all you must do is to record the date, time and purpose of each trip on a log sheet. The amount to be deducted would be the number of trips recorded, multiplied by the direct trip mileage, multiplied by 24 cents per mile.

If you travel to several different training locations while on duty, the mileage for each trip must be recorded on the log.

It may be a good idea to obtain a letter or disposition form from your commander stating that such trips are necessary in the performance of duty and that the unit does not offer reimbursement.

Overnights

Reservists who must travel a long distance and stay overnight, in addition to transportation, must also substantiate with receipts the dollar amount of their meals (including tips), lodging and incidentals expenditures. Some record-keeping can be saved by electing the standard meal allowance, which allows you to deduct $14 a day if you stay in one general area less than 30 days, or $9 a day if your stay is 30 days or more.

You must still prove the actual cost of other travel expenses as well as the time, place and your travel's business purpose. Reservists can use their training schedules and Leave and Earning Statements (LES) to substantiate the business purpose of their overnight travel to meetings.

Amended Returns

What if you qualify to deduct travel and transportation expenses, but have not taken those deductions on the tax returns you've filed in prior years?

Anytime income or deductions are omitted from a tax return, the taxpayer has three years from the return's due date to file an amended return on Form 1040X. If the amended return shows that you should have paid less tax during the prior year, you will receive the appropriate tax refund.

Which Mileage Method Is Best?

The standard-allowance method requires that only mileage records be kept. You must decide whether the possibly greater tax deduction from the percentage-of-cost method is worth the additional record-keeping effort.

To translate dollars of deductions into dollars of tax savings, multiply the deduction by the relevant marginal tax rate.

Marginal rates are shown in the rate schedules contained in the 1988 Form 1040 package. (Although these schedules inform taxpayers of their tax brackets, most taxpayers are required to figure their tax by looking it up in the tax tables.)

Let's continue the example of PFC Evans, from the *How to Compute* section of the adjacent story. Evans is single, and his taxable income for 1988 does not exceed $17,850. By looking at the rate schedules in his Form 1040 package, he learns that he is in the 15 percent bracket.

You will recall that we calculated that PFC Evans' deduction for mileage was $96 using standard allowance, and $123 using the percentage of total cost. The $27 extra deduction from using the second method would result in an additional tax savings of $4 (15 percent x $27). PFC Evans may well decide that $4 is not worth the inconvenience of keeping the extra records required.

This might well be the case with most Reservists. However, in situations where the tax-deductible use of one's car is extensive, repair bills are high, or fuel economy is low, the percentage-of-costs method may be worth the effort.

Another factor may come into play if you drive many tax-deductible miles in a year. The standard mileage allowance (24 cents per mile) drops to 11 cents cents per mile for each mile in excess of 15,000 deductible miles incurred during any tax year. The 11-cent rate also applies once a vehicle has incurred 60,000 deductible business miles during its life.

Charles Enis is an associate professor of accounting at Pennsylvania State University, and an Army Reserve staff sergeant and pharmacy technician in the 2290th U.S. Army Hospital, Rockville, Md.

Two Contests Open For Writers on Training Subjects

Two Army agencies are sponsoring contests for writers on subjects related to the 1988 Army theme, "Year of Training."

The Army's Center of Military History is sponsoring the 1988 Military History Writing Contest, which is open to all 1988 graduates and current students of officer advanced courses and the Sergeants Major Academy, including Army Reservists.

Entries must be previously unpublished manuscripts of between 2,000 and 4,000 words, typed double-spaced, dealing with a historical perspective of one of the following aspects of training:

- The NCO and training
- Training and the trainer
- Logistic training
- Unit training
- Leadership training
- Initial entry training
- Intelligence training
- Staff training
- Training exercises, maneuvers or simulations
- Civil War or other period training
- Effects of training on warfighting or combat

Documentation is required, but footnotes or endnotes do not count in the length of the manuscript.

First prize in the contest is $500.

To enter, send two copies of the manuscript, with any accompanying photographs, maps or other graphics, to: History Writing Contest, Center of Military History, 20 Massachusetts Avenue NW, Washington, D.C., 20314-0200. The deadline for entries is Dec. 31, 1988.

Magazine Writers

The Army Training Board and *Army Trainer* magazine are co-sponsoring a writing contest, with the winning articles to be published in *Army Trainer*.

The contest is Army-wide, with categories for Reserve Component personnel. Entries should be between 500 and 5,000 words, and not have been previously submitted for publication.

There will be one overall first prize, plus second and third prizes in each of 24 categories. The categories are divided by subject area (combat arms, combat support, combat service support, and "generic"), component (reserve and active), and whether officer, enlisted or civilian.

Send entries, postmarked by March 31, 1989, to Army Trainer, P.O. Drawer A, Fort Eustis, Va., 23604-0309. For more information, call Capt. Ron Glenn at the Army Training Board, Autovon 680-2707/2717.

Thunder Over Utah

Army Reserve Redlegs and Support Troops Join Active, Guard Soldiers in Giant Desert Exercise

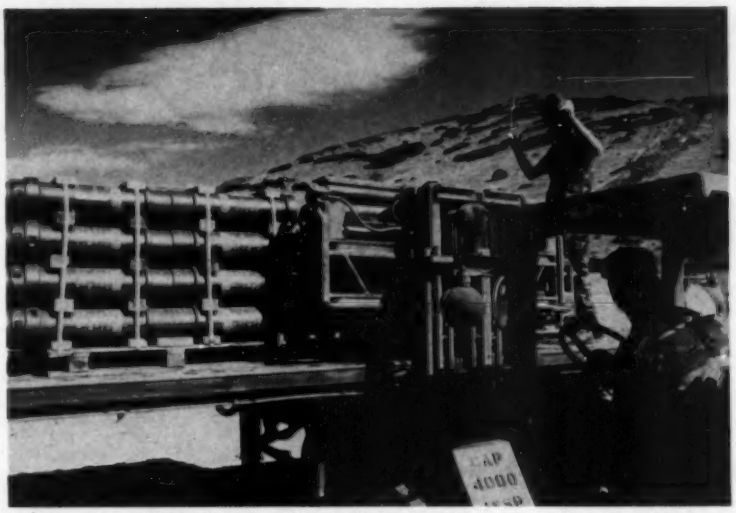
Question: During this time of peace, where might you look to find 200 pieces of artillery, 500 tracked vehicles and 2,500 wheeled vehicles in action?

Answer: The Utah desert, during FIREX '88 last June.

You'd also find more than 14,000 Army Reserve, National Guard and active Army and Air Force personnel, participating in one of the largest live-fire exercises held in the U.S. since World War II.

FIREX '88 tested the ability of artillery and support elements to mobilize, deploy to a battle zone, coordinate fire missions, and redeploy to home stations.

The "enemy" approached from Nevada, crossing mountains and desert, with the forward edge of the battle area (FEBA) at Skull Valley on Dugway Proving Grounds. The exercise troops — a corps artillery force totalling 12 battalions of 8-inch, 155mm and 105mm howitzers — engaged in a defensive operation against a live OPFOR (Opposing Force). The live-fire portion of the exercise was conducted at Dugway and Camp Williams.



Soldiers of the 592nd Ordnance Co., Billings, Mont., move artillery rounds to support the live fire exercise at Firex '88. Guiding is Sgt. Carl Potter; driving the forklift is PFC Bruce Hofmann.

Army Reserve photo by Joe Cordo

Soldiers of the 380th P&A Bn., Seattle, Wash., react to a chemical alert in the [illegible] '88 rear area at Tooele Army Depot, South.

Army Reserve photo by Spec. Lee Edwards

Command and control of the combat force belonged to the Utah National Guard's I Corps Artillery, while combat support came under the auspices of the Army Reserve's Los Angeles-based 311th Corps Support Command (COSCOM).

Army Reserve troops from 11 states comprised about one-quarter of the total FIREX '88 contingent. The USAR provided one battalion of 155mm howitzers (the 6/83rd, from Ogden, Utah) and about 30 support units of all sizes and descriptions (see box).

The troops required virtually every kind of support they would need on a real battlefield — supplies of all classes; services such as baths, laundry and bakeries; maintenance; personnel support, and so on. Ordnance soldiers handled ammunition for the live-fire. Transportation

Spec. Tammie Bess, 321st Med. Det., Salt Lake City, Utah, not only trained for the medical evacuation mission but also helped with a few real cases.

troops coordinated movement by air, road and rail, unloaded rail cars at Tooele Army Depot, and hauled petroleum and cargo. Military Police watched out for safety.

After the artillery exercise was over, the support troops continued their efforts until everyone was home and everything was cleaned, fixed and put away.

Maintenance — critical in a desert environment — is the job of Spec. Hua Tran, left, and PFC Ricky Wen, members of the 950th Maint. Co., Van Nuys, Calif.

USAR Units Participating in FIREX '88

6th Bn., 83rd Field Artillery, Ogden, Utah
125th Ord. Bn. (Ammo), Billings, Mont.
137th Field Service Co., El Monte, Calif.
155th Supply & Service Bn., El Monte, Calif.
162nd Support Gp., Ft. Douglas, Utah
174th Support Gp., Seattle, Wash.
180th TC Co (Med Trk), Grand Rapids, Mich.
235th Maint. Det., Phoenix, Ariz.
259th QM Bn. (Petroleum), Pleasant Grove, Utah
304th Materiel Management Ctr., Los Angeles, Calif.
304th Public Affairs Det., Seattle, Wash.
HQ 311th COSCOM, Los Angeles, Calif.
321st Engr. Bn., Boise, Idaho
321st Med Det. (Helicopter Ambulance), Salt Lake City, Utah
329th Supply & Service Bn., St. Louis, Mo.
335th Data Processing Unit, Los Angeles, Calif.
344th MP Co., New Haven, Ct.
347th QM Co. (Petrol Ops), Farrell, Pa.
358th Public Affairs Det., Ft. Douglas, Utah
380th P&A Bn., Seattle, Wash.
403rd AG Det. (Replacement Regulating), Punxsutawney, Pa.
419th TC Co. (Mdm Trk, Petroleum), Salt Lake City, Utah
420th TC Ctr. (Movement Control), Los Angeles, Calif.
425th TC Ctr. (Movement Control), Manhattan, Kan.
446th Chem Det. (Decon), Seattle, Wash.
449th QM Co. (Petroleum), Ft. Douglas, Utah.
452nd Ord. Co. (Ammo), Aberdeen, S.D.
592nd Ord. Co. (Ammo DS/GS), Billings, Mont.
685th TC Co. (Terminal Transfer), Lake Station, Ind.
737th TC Co. (Mdm Trk, Petroleum), Yakima, Wash.
824th Maint. Det., Ogden, Utah
841st Ord Co. (Ammo), Butte, Mont.
854th Supply & Service Co., Logan, Utah
889th Supply & Service Co., Great Falls, Mont.
950th Maint Co., Van Nuys, Calif.

German Exchange Officers Visit Firex '88

By Cadet J. Simon Klinkam

The out-of-place uniforms and a beard were clues of something decidedly different about the two officers, but the soldierly professionalism and friendly manner set all differences aside.

Lt. Col. Joachim "Jim" Diel and Lt. Col. Wolfgang Klein of the Federal Republic of Germany participated in the Firex '88 live-fire artillery exercise in Utah for 13 days in June.

Attached to the 174th General Support Gp., an Army Reserve service and support headquarters from Seattle, Wash., both officers took part in the largest joint forces artillery exercise since World War II in the desert scrub land of northern Utah.

Although Diel and Klein were officially observers looking into the logistics of Army service and support units in the field, they had no qualms about pitching in with the work.

"We put up the tents side by side with everybody," said Diel in fluent English.

An important aspect of the training was working with American soldiers from various types of units, reported Diel. They observed units of the 174th, the 311th COSCOM (Corps Support Command) and the 125th Ordnance Bn.

It was essential, said Diel, that the visitors not "just be sitting around in an office drinking coffee during the exercise."

This was not the first encounter with U S. forces for either officer. Both have worked with U.S soldiers in exercises in Germany. They were in the United States as part of a 20-member German reserve forces team attached to units across the country.

"It is important that allied soldiers be familiar with each other," explained Klein.

It was Diel's fifth tour of duty in the United States and Klein's first time across the Atlantic. Both commented that the Americans they met were both friendly and helpful. They were surprised at the level of interest U.S. soldiers have in cultural, economic and political aspects of their home country.

At home, Klein and Diel are members of the Territorial Army, the West German equivalent of the U.S. Army Reserve. Like the U.S. Army, the West German Army depends upon reserve support to augment the total force concept of fielding an army, they explained.

Lt. Col. Wolfgang Klein, Spec. Jeaney Nicholl, SSgt. Donald Floyd and Lt. Col. Joachim Diel conduct a vehicle inspection during Firex '88. Klein and Diel were exchange officers from the Federal Republic of Germany assigned to the USAR's 174th General Support Gp.

Army Reserve photo by PFC Dell Gibbs

They noticed that Army Reserve soldiers perform more training than their West German reserve counterparts. The amount of training for West German reservists depends upon the individual's position in the force, said Diel.

Diel is the deputy commander of the 8th German Support Command. He is a real estate manager as a civilian. He is also a flight examiner and instructor for commercial and instructor pilots flying either fixed or rotary wing aircraft.

Klein is the liaison officer of Military District Command Six and principal of a junior college. Both are from the southwestern portion of West Germany.

There were a few surprises for the two officers in the American West. "The environment was quite an experience," said Diel, who comes from a country about the size of the state of Oregon, with a population of about 65 million.

"What struck me the most was the vastness, the straight roads and lack of traffic," commented Klein, who was disappointed that he did not get to see a rattlesnake while participating in the desert exercise.

After duty in the "wild west," the pair flew to the east coast to tour Washington, D.C., and the Pentagon before returning home.

(Klinkam is a member of the 304th Public Affairs Det.)

For explanation of acronyms, see the Army Reserve Glossary on page 5.

Infantry Training at Fort McCoy

In the hot sun of Fort McCoy, Wis., last summer, 58 Army Reserve soldiers from throughout the midwest learned infantry skills in an unusual multi-level program.

The two-week session, conducted by the 5032nd U.S. Army Reserve Forces (USARF) School, combined students learning the basics of infantry (Level 10 skills) with soldiers learning how to be infantry leaders (Level 30 skills). The objective was to earn the 11B military occupational specialty (MOS).

During the first week, Level-10 students received one day of classroom instruction before qualifying with the M-16 rifle and the M-60 and .50-caliber machine guns. They also learned map reading and land navigation.

Meanwhile, the Level-30 students learned troop leading procedures, patrol planning and operations orders. They learned to plan and execute a raid, conduct an antitank ambush and lead local security and reconnaissance patrols.

In the second week, the two classes joined for four days and three nights of tactical field operations. The squads learned how to fight and survive together on the battlefield, practicing how to select temporary fighting positions, organize as a fireteam and other infantry skills.

It wasn't a quiet two weeks. In all, the soldiers fired thousands of rifle and machine gun rounds, and hundreds of M203 grenades and subcaliber light antitank weapons. They tossed hand grenades and used thousands of pyrotechnics.

"Training at Ft. McCoy is great," said Sgt. Michael Heath of the 70th Division Training Group, Richmond, Ind. "You finally get a taste of real combat that you can't get during the Reserve weekends each month."

Noted Maj. Wayne Brandon of the 5032nd, "These men have come to understand that teamwork is the key ingredient to success of the unit — and, in the Army Reserve, teamwork is the name of the game."

Sgt. Daniel Heath, Dayton, Ohio, a member of the 70th Tng. Div., camouflages himself and his weapons in preparation for an ambush.

Army Reserve photos by Joe Cordo

Sgt. William Kiesau, Monona, Iowa, prepares to crew an armored personnel carrier on a mission during training at Fort McCoy, Wis. He is a member of the 5040th USARF School, Des Moines.

IRR Soldiers Train in Texas . . .
. . . Tankers at Fort Hood, With 2nd Armored Division

By SSgt. Rich Staley

IRR soldiers from around the country trained during the summer with the 2nd Armored Division at Fort Hood.

The 19 Reserve soldiers served with two battalions of the division, the 3/67th and the 1/66th Armor, getting on-the-job training to qualify for a change in military occupational specialty from 19E (M-60 tanker) to 19K (M-1 Abrams tanker).

Each of the soldiers qualified at the Unit Conduct of Fire Trainer (UCOFT) at Fort Hood, and the soldiers with the 1/66th worked with the battalion during practice gunnery at Sugar Loaf range.

"The training has been excellent," said SFC Wesley Jung Jr., NCOIC of the Reserve contingent with the 1/66th. "The battalion rearranged their schedule in order to make the opportunity for us to train. They pulled us right in and put us to work according to our rank structure." Jung worked on the range as night shift safety officer, while other soldiers worked in target acquisition, target identification and as radio operators.

Above: SSgt. Leslie C. Dowell Jr., an IRR soldier from Nashville, Tenn., spot paints an M-1 tank at Fort Hood. Left: SSgt. Aubrey R. Patterson goes over the operator's manual for the M-1 tank with fellow IRR tankers.

Army photos by SSgt. Rich Staley

In garrison, the Reservists worked hard on learning the new tank system. "They are doing a good job," noted 1st Sgt. Richard Hardy, HHC 3/67th.

(SSgt. Rich Staley is with 2nd Armored Division Public Affairs. This story originally appeared in the Fort Hood Sentinel.)

IRR Medics use the fireman's carry during the manual carries phase of the obstacle course at Salado Creek training area.

Photo by MSgt. Curtis Palmer

. . . Medics at Fort Sam Houston

By MSgt. Curtis R. Palmer

"This is as real as I hope it gets!"

That was the comment of a tired, mud-encrusted, thoroughly wet IRR combat medic who was slogging through creeks and ravines carrying simulated wounded, pausing periodically to care for even more "victims" of harassing fire of an unseen enemy.

Through it all, the medics also had to fight off hordes of Texas-size mosquitoes and avoid becoming real casualties themselves in the 105-degree heat.

This ordeal was the Army combat medical specialist field training exercise at Fort Sam Houston's Salado Creek Training Area. The FTX was part of a ground-breaking five-day mobilization readiness workshop in early August, initiating a new concept of readiness training for more than 200 IRR medical personnel. The project was a joint effort of the Army Academy of Health Sciences and ARPERCEN.

The first-of-a-kind workshop included a two-day field exercise portion which concentrated on combat medical skills. The soldiers practiced, among other subjects, litter drills and preparing improvised litters, manual carries, evacuation of injured soldiers from tanks and helicopters, aeromedical evacuation, field medical card preparation and administering intravenous (IV) fluids. They were also introduced to the new Deployable Medical System (DEPMEDS). The IRR troops trained alongside more than 300 active component medics.

ARPERCEN officials said the soldiers attending the workshop would, upon mobilization, fill critical positions in deploying units and provide far-forward care to casualties.

In addition to refreshing the skills of the soldiers involved, they were briefed by ARPERCEN representatives on matters affecting Army Reserve training and

Litter bearers prepare to move quickly as an aeromedical evacuation helicopter approaches.

Photo by U.S. Army/Air Force Hometown News Service

IRR Medics (Continued)

career development. As a result of the experience, several soldiers joined troop units or volunteered for IMA assignments.

Noted Col. Gerald Moses, senior Army Reserve advisor at Army Health Services Command, "The single most characteristic response from all instructors and observers was amazement at the high morale, teamwork and motivation of the IRR soldiers who endured heat, mud, pressure and every discomfort of simulated combat conditions."

(MSgt. Curtis Palmer, Denver, Colo., is an IMA to the Health Services Command and was one of 12 Reserve instructors at the workshop.)

Left: Terrain is no obstacle for IRR medics practicing litter techniques in a combat environment. Below: Reserve medics prepare to put patients on a helicopter for air evacuation during combat medical training at Fort Sam Houston.

Photos by U.S. Army/Air Force Hometown News Service

Reserve Signallers Take Part In

Natural Team IV

By Sgt. Terry L. Conder

The largest communications exercise ever hosted by the Nevada Army National Guard wasn't all Guard and wasn't even held within the borders of the Silver State.

The two-week exercise, Natural Team IV, took place throughout an area of about 400 square miles in the Plumas National Forest in eastern California about 40 miles from Reno.

The Nevada Guard's 422nd Signal Bn. hosted the June exercise and invited units of the Army Reserve, National Guard and active Army from California, Georgia, Idaho, Nevada and Utah. The exercise was designed to provide training under the concept of the Total Army Force as units worked together under one command.

"The 422nd was a command and control battalion," Capt. Gregory Griffith of the Nevada Guard explained. "We needed the assets of the Reserve units to set up a common net."

Soldiers established FM voice, AM voice, AM radio teletype, multi-channel teletype and cable telephone communications during Natural Team IV. More than 500 signal corps soldiers and support personnel participated in exercise, including several Army Reserve units: the 539th Signal Co., Rexburg, Idaho; 536th Signal Co., Salt Lake City, Utah; and the 319th Signal Battalion's A Co., Fresno, Calif., and B Co., Camp Parks, Calif.

Activity during Natural Team IV centered on four major signal sites on remote Sierra Nevada mountain peaks, several with altitudes of 9,000 feet. Each site had a designated host responsible for ensuring the logistical support of every unit in the area.

Site 81's site commander was Army Reserve Capt. Doye Sivils, commander of Co. A, 319th Signal Bn. "The 422nd doesn't have the equipment to carry out an exercise like this, so they invited us," said Sivils.

Although Site 81 had more than 100 airmen and soldiers representing both the Reserve and National Guard, Sivils said Co. A was capable of taking care of everyone. "We have repairmen, a cable section, cooks and vehicles to do everything we've been tasked with. It's no problem working with other branches," he said.

Evaluators

Providing evaluators were members of two Army Reserve manuever training commands (MTC), the 91st MTC, Camp Parks and the 1st MTC, Denver.

"We don't like to use the word critique," said Capt. Lehi Sellers from the 91st MTC. "We're mainly interested in how well message and security is kept. We also want to see how efficient these companies are at setting up and maintaining multi-channel communications in a tactical environment."

Natural Team IV was a successful but trying exercise. Terrain made it difficult for two sites to link up communications, and original plans for transmission and relay sites had to be modified. Thunderstorms brought rain, wind and lightning. Forest fires from lightning strikes broke out all around the training area, closing the air space to all but emergency medevac missions.

Environmental Concerns

Before the exercise took place, the Nevada Army National Guard worked with the forest service in completing environmental documentation. "We were in total compliance with the criteria set by the district ranger for usage of the area and what we were doing," said Maj. Henry Wohle, project officer for the host unit. Wohle said the units didn't use their weapons because of the possibility of sparks touching off fires. "The only type of pyro used was smoke for helping the medevac helicopters to locate a landing site," Wohle added. Units camouflaged their equipment by using their own nets because Wohle said any disturbance of the natural foliage could've destroyed concealment.

Army Reserve soldiers of the 539th Signal Co., Rexburg, Idaho, raise an antenna mast at their communicatioas site in Plumas National Forest, Calif., during Natural Team IV.

U.S. CIOR Team Reclaims First Place

By Maj. Paul Schmitz

The stage was set.

USA Team No. 4 had placed first in team marksmanship and finished 10th in the combined obstacle course event (running and swimming) of the 1988 CIOR (Interallied Confederation of Reserve Officers) Military Competition.

These CIOR competitors have just finished the grueling water obstacle course.

Based on that performance, USA-4 was entering the last day of competition at historic Sandhurst Military Academy, England, trailing the Norwegian team — the team that had won four previous NATO championships — by a scant 24 points (that's the equivalent of one minute of running time out of two hours).

Realizing that they had to perform well in the military skill events and turn in a top orienteering time, USA-4 set off on the tough nine-mile orienteering course. When the dust settled, just over two hours later, they had not only won the orienteering event but vaulted into first place overall — and the CIOR Military Competition trophy was coming back to the United States.

Anchored by Army Reserve Maj. Jon Nealon's first-place pistol shooting, USAR Capt. Bob Thompson's sixth-place rifle finish, and outstanding orienteering by USCGR Lt. Cmdr. Mal Harding, the U.S. had reclaimed the CIOR championship last won in Greece in 1986.

Nealon, an AGR officer, is an Infantry personnel management officer (PMO) at ARPERCEN. Thompson is an IRR officer from Tampa, Fla.

NATO Officers Compete

The winners were among 41 teams competing in the annual event for reserve officers from 11 NATO nations. The six U.S. teams in the meet involved officers from six of the seven U.S. military reserve components. They were participating in a test of military skills over an arduous three-day schedule of events, including:

- Marksmanship: Rifle, pistol and submachine gun (SMG), with each Reservist on each team competing with a different weapon. The standard infantry weapons of the host country are used; in this case, the British SA-80 5.56mm rifle, Browning 9mm pistol and Sterling 9mm submachine gun.
- Swimming: A 50-meter, five-obstacle water course.
- Orienteering, over a nine-mile course against the clock, run in uniform with boots and carrying the weapons used in the marksmanship competition.
- The "NATO Land Obstacle Course," a 500-meter course containing 20 obstacles and considered by com-

About CIOR

The military competition is the most visible part of CIOR, but there is more to the organization than that.

CIOR are the initials, in French, of the Interallied Confederation of Reserve Officers. It is a nonpolitical, nongovernmental, nonprofit organization dedicated to cooperation between reserve officers of the countries of the North Atlantic Treaty Organization (NATO) alliance.

The organization was formed in Brussels, Belgium, in 1948 — which means it is actually older than NATO, which was formally established in April 1949. The U.S. has participated in CIOR since 1958. Twelve NATO nations currently participate.

NATO's reserve forces total 4.5 million personnel — about half of the total NATO force.

CIOR is not, strictly speaking, a part of NATO, but there is a close relationship between the two organizations. CIOR has a permanent representative to the NATO Military Committee, its highest military authority, and the Reserve Forces Advisor to the Supreme Allied Commander Europe (SACEUR) is official liaison officer with CIOR.

Officially, CIOR is an organization of the national associations of reserve officers of the member nations. For the U.S., this is the Reserve Officers Association (ROA).

A CIOR annual congress is held each summer in a different member nation (the military competition is part of the congress). Other meetings are also held, usually at NATO headquarters in Belgium. Each nation has official delegates to each of six CIOR commissions, which are concerned with specific functional areas of common interest to the NATO nations:

Commission 1 — Status of the Reserve Officer, Mobilization, Education, Training and Exchanges.

Commission 2 — Psychological Defense.

Commission 3 — Policy, Planning, Recruiting and Public Relations.

Commission 4 — Legal Affairs.

Commission 5 — Civil Defense and Emergency Planning.

Commission 6 — Military Competitions.

Associated with CIOR is CIOMR, an organizational for the medical officers of the reserve forces.

Director of CIOR/CIOMR affairs for ROA is Col. Alex Gerry, USAR (Ret.). He can be contacted at ROA, 1 Constitution Ave. NE, Washington, D.C. 20002; telephone (202) 479-2200, Ext. 221.

petitors to be the most difficult of the events.

- The military skills of map reading, range estimation and grenade throwing.

Other Teams Also Did Well

Members of the other five U.S. teams also did well in various events. In addition to winning the overall first place award, the U.S. placed four teams in the top 10 in the land obstacle course and combined obstacle course, three teams in the top 10 in team marksmanship and military skills, and won four of the five overall team category awards.

Maj. Steve Hoge, an IRR officer from Tucson, Ariz., placed fourth in individual pistol scoring. He teamed with Army National Guard (ARNG) 1st Lt. Mark Bahr, who won the SMG competition with a record-setting performance, and 1st Lt. Phil Kenoyer, USMCR, to finish second in team marksmanship and sixth in the swim obstacle course.

USAR 2nd Lt. John Rooney, a May ROTC graduate of the University of Tampa now attending flight school at Fort Rucker, Ala., teamed with 2nd Lieutenants Martin Rawley, USMCR, and Pat Wyrnn, USAFR, to finish first in the swim obstacle course and third in combined obstacle course scoring.

Second Lieutenant Rick Hueston, a May ROTC graduate of the University of Alaska, established a new CIOR novice SMG marksmanship record and teamed with 2nd Lt. Joe Rice, ARNG, and 1st Lt. Bill Devitt, USMCR, to finish in the top 10 in military skills, combined obstacles and the land obstacle course. Hueston led his team to the second fastest US orienteering time of the competition.

Winning CIOR team picks up the trophy: from left, Capt. Bob Thompson, USAR; Lt. Cmdr. Mal Harding, USCGR; and Maj. Jon Nealon, USAR.

Lt. Col. Dennis Manske, an Army Reserve AGR officer from Ft. Hood, Tex., finished fifth in individual rifle marksmanship and teamed with Capt. Jeff Natterer, USMCR, and 2nd Lt. Tim Faulkner, ARNG, to turn in the third best U.S. orienteering run of the competition. It was Manske's 15th year as a competitor.

The sixth team — 2nd Lieutenants Mark Griffin, ARNG, and Chip Rumsey and Brian Johnson, USMCR, finished fourth in military skills and among the top 10 in the land obstacle course and combined obstacle course scoring.

(Schmitz, an AGR officer, is CIOR Military Competition Coordinator.)

Interested in Participating?

The 1989 CIOR competition will be held in Wurzburg, Germany, August 7-11. Participation is open to all reserve component officers, whether unit members, IRR or active duty.

Applications to participate are due at Fort Sam Houston, Texas, by April 14, 1989. The applications are then screened, and potential competitors are placed on ADT or TDY status to attend training and tryouts at Fort Sam Houston. Reporting date for training is June 12, 1989, and the U.S. National Selection Competition will be June 27-29. Officers not selected for the team will be released from duty July 1.

Normally, 45 to 50 officers are selected to try out. A total of 18 competitors (six three-officer teams) and two alternates are selected to represent the U.S. There are normally three teams of novice competitors and three teams in the overall category, one of which also competes in the over-35 category. Novices may compete in either category.

For officers who make the U.S. team, ADT/TDY is continued through the CIOR meet in Germany. Competitors will be released from ADT/TDY August 12. The CIOR program funds all ADT or TDY travel and allowances.

Minimum qualifications to be considered for a tryout are:

- Run five miles in 32 minutes and ½ mile (800 meters) in 2:30 or faster.
- Swim 50 meters in 35 seconds (32 seconds for 50 yards).
- Perform a minimum of 75 pushups and 75 situps (each within two minutes).
- Perform a minimum of 14 pullups.

Applications require testing in several events and specific training advice is provided with them. Therefore, to properly prepare, Reserve officers interested in learning more about CIOR and obtaining 1988 applications should write or call the CIOR coordinator, Maj. Paul Schmitz, as soon as possible.

Call: commercial (512) 221-5359/7909; Autovon 471-5359/7909; or, toll-free from outside Texas, (800) 531-1114, Ext. 5359/7909.

Write: HQ Fort Sam Houston, DAAR-TR-C, Building 1492, ATTN: CIOR (MAJ Schmitz), Fort Sam Houston, Texas 78234-5000.

'Operation Family' Can Help Solve Retention Problems

A recent study by the Department of Defense shows that most family members of Reservists are generally supportive of the Reserve. This is good news because family members play an important role in a soldier's decision to stay in or leave the Army Reserve.

The study also shows that family members are concerned about a number of aspects of their citizen soldier's service in the Army Reserve. Some of their concerns include retirement and educational benefits, mobilization and pay and benefits. They also are interested in what their family member is doing in the Army Reserve.

All leaders in the Army Reserve must be concerned about the families of their soldiers, not just because its a "nice" thing to do, but because family members can have a direct impact on a reserve unit's ability to perform its mission.

What can leaders do? One way of gaining and strengthening support from family members is to conduct an "Operation Family" event.

"Operation Family" is a term used to describe any event that includes family members or friends of Army Reservists in a unit activity. This includes unit parties, holiday dinners, training activities, open houses, etc.

At an "Operation Family" event, family members and friends should be invited to the Reserve Center or a training site to meet the soldier's peers and leaders and to see and participate in the training.

"Operation Family" events should be of little or no cost to either the family or to the Army.

During an "Operation Family" event, time should be set aside to remind family members of their benefits, including commissary and PX privileges, Servicemen's Group Life Insurance and survivor benefits, among others.

Family members should also be given information on upcoming training activities and on mobilization during the "Operation Family" event. Arrangements should be made to present the U.S. Army Reserve Certificate of Appreciation to family members — unit retention NCOs can order this certificate (Retention Publicity Item 545) through the RPI system.

Army Reservists have several roles: Citizen, soldier and family member. Often the role of family member is the most important to the soldier. This means leaders in the Army Reserve must involve families in the Army Reserve if they are to keep these soldiers in their unit.

ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D.C. 20301

RESERVE AFFAIRS

August 15, 1988

AN OPEN LETTER TO RESERVE COMPONENT SPOUSES

The Department of Defense recently released the results of the most comprehensive survey of spouses of National Guard and Reserve members. I want to thank the more than 32,000 spouses who took time to participate in this survey. The results will guide us in our future decisions.

The overwhelming majority of survey participants favored continued membership of their spouses in the National Guard and Reserve. The principal reasons given for this support are because you feel it is a way your spouses can serve their country, because it means good pay, because it means additional retirement benefits, and because it means new acquaintances and friendships.

The survey also revealed some of the problems associated with membership in the National Guard and Reserve as viewed by spouses. The respondents told us that time spent away from the family is a problem. The problem is worse when training schedules are changed unexpectedly or when training takes place the same day as one of your special occasions. That is a trough problem and I ask for your continued understanding.

We learned that you want to know more about reserve benefits, unit missions, and what happens when mobilization takes place. We can do something about that problem and you soon should be seeing more information on those topics.

I am committed to the welfare of National Guard and Reserve families. The Reserve forces have more missions and responsibilities than ever before. Today, we simply cannot defend our nation without our Reserve forces.

I am grateful to all of you for your support to your dedicated spouses who are members of the National Guard and Reserve. Their jobs are demanding and the financial rewards are small, but their contributions to this nation and your support of their commitment is invaluable.

Stephen M. Duncan

Stephen M. Duncan

Bosslift Gives Employers Insight On Army Reserve

By SSgt. Jack Frear

When the soldiers of the 352nd Civil Affairs Command, Riverdale, Md., participated recently in Exercise Royal Gambit '88 at Fort A. P. Hill, Va., for their annual training, they had some company.

On the last day of Royal Gambit, the 352nd welcomed 15 employers of some of their troops during Operation Bosslift, a program designed to show employers just what their employees do during annual training.

Along with being flown to Fort A. P. Hill on a CH-47 Chinook helicopter and watching their employees perform their soldier skills, the bosses received briefings on the Army Reserve and the 352nd, ate MRE's (Meal, Ready to Eat) for lunch, watched an airborne drop and fired the M16A1 rifle.

"I came here because my employee is always talking about the Army Reserve. In fact it seems like half his life is wrapped in the Army Reserve sometimes. I wanted to see for myself what he did at AT," said Walter Campbell, Fort Meade Educational Services.

Eric Anderson, U. S. Geological Survey, commented, "I was quite impressed with the enthusiasm displayed by the Reservists, especially in their interaction with the Active Duty (soldiers)."

John Simpson, a principal with the District of Columbia Public Schools, said, "My employee talks about the Army Reserve a lot. I don't have any military experience so I wanted to see what the Army Reserve was all about!"

Airborne Troops Drop In On Families

By Maj. Bruce Higdon

The 861st Quartermaster Co. is not your average parachute rigger outfit. So, you wouldn't expect their family day to be just another afternoon at the Reserve Center.

This year, the unit combined their family day with their quarterly jump at Fort Campbell's Bastogne Drop Zone. Members of the unit are required to make regular jumps in order to maintain proficiency and jump status.

While relatives and friends huddled in the welcome shade of a clump of oak trees, their hosts began an intense routine of preparing themselves for their jump. Jumpmasters took each of their "sticks" through the paces of parachute landing falls (PLFs). Although it looked as if the soldiers were affected by the heat, jumping to the ground from the back of a truck and rolling to a stop prepares them for possible hard landings.

Sgt. James Ludlow, drop zone safety officer, gathered his troopers around and went over every step of the jump, drilling the soldiers on malfunctions, collisions in the air, entanglements and landing.

By mid-morning, a CH-47 Chinook helicopter lumbered onto the field and picked up its first load. This was it — time for the test!

"Jumping from a Chinook is a piece of cake," said 1st Sgt. Adrian Belanger. "It's the kind of jump the active component troopers would give their eyeteeth to be able to do."

Belanger explained, "Riggers have to be able to use all types of aircraft. We've jumped everything from C-130s to helicopters. The Chinook is the best, though — all you do is walk out the back door."

While the Chinook climbed to the jump altitude of 1,500 feet, the riggers sat inside, waiting for the loadmaster to lower the rear ramp. That was the cue for Sgt. Harry L. Parrish Jr. to move to the door and check the wind by dropping lemon-yellow streamers.

Parrish watched the streamers drift over the drop zone, calculated the drift, and briefed the pilots. Communications were checked, and everything was ready to go.

Jumpmaster for this "stick" was Sgt. Michianne McKinney. She barked her commands:

"Stand up!"

"Hook up!"

"Check static lines!"

"Check equipment!"

As the soldiers inspected each other's gear, Sgt. Parrish moved up the line, making corrections and tightening lines.

"Sound off with equipment check!"

One by one, the troopers yell, "Okay, Jumpmaster."

"One minute!"

Eyes fix on the red light at the back door, waiting for it to change to green. The minute seems like an eternity.

"Move to the door!"

The light finally blinks green.

"Go! Go! Go! . . ."

Below on the ground, the spectators eagerly watched the Chinook. "There they are!" someone shouts. Cameras click as everyone scans the sky for a recognizable body suspended under the olive green umbrella.

The warm southerly wind gently lifted the troopers into the soft piles of newly cut wheat. As they drifted in, their comrades on the ground corrected their positions and direction, and coached them into a good PLF. All the practice paid off once again; there were no injuries.

After the last group had jumped, the chopper sat down in a wheat field for an inspection by family members. By 5 in the afternoon, the mission was completed, and the soldiers' families had gained a look inside this special unit, whose motto is "I Will Be Sure — Always!"

(Maj. Bruce Higdon is public affairs officer, 125th ARCOM.)

Operation Family Checklist

- ☐ Set date and notify soldiers.
- ☐ Assign an NCO in Charge.
- ☐ Plan a schedule of events that involves the families as much as possible in unit training/activities.
- ☐ Include:
  - ☐ A welcome from the sergeant major, first sergeant or a senior NCO.
  - ☐ A mobilization orientation briefing.
  - ☐ A benefits briefing.
  - ☐ The presentation of certificates to family members.
  - ☐ Update family members on unit plans/training.

LETTERS

Points Add Up To Real Money

Sir:

I am a 57-year-old sergeant first class with 25 years in the Army Reserve. My pay for a weekend is $274.04.

I have a $40,000 bank certificate of deposit which pays me $223.33 a month.

I'd like to see an ad, comparing $40,000 in savings to my USAR pay.

SFC Russell J. Allred
Virginia Beach, Va.

You're a lucky man on both accounts. Consider it advertised, SFC Allred.

Boot Care

Sir:

I purchased a pair of the new Army boots a year ago at the clothing sales store, but have not yet worn them because I cannot learn how to properly care for them and protect their infrared (IR) emission suppression capability.

The clothing sales store manager where I purchased them suggested that I prepare them with saddlesoap to remove the black stuff which covered my hands by the time I had laced them and put them on for the first time.

The supply technicians at the Reserve center either have no idea of the care needed for the boots or suggest that they be cared for the same as the black boots they are replacing.

Furthermore, I have not been able to find a silicon-based shoe polish to apply to the boots either over the dirty black particles or after I have removed them. This type of advice is contained on a card found on the boxes of my unused boots. The closest I have come to that type of polish is liquid silicon.

Now soldiers in my unit are about to be issued the boots and I cannot advise them of how to care for the boots. Can you help? Thanks.

Maj. Byron W. Daniels
Lakewood, Colo.

According to the Combat Boot Project Officer, Individual Protection Directorate, Natick Research, Development and Engineering Center, there are no special instructions to care for the boots to protect their IR suppression capabilities. Color is not relevant to the IR/Thermal signature of the combat boots, only the shine. Each pair of combat boots is issued with an instruction tag which gives directions for care of the boots.

The director of military sales, Army Air Force Exchange System, states that the recommended shoe polish containing silicone is now available at Army and Air Force post exchanges.

Making A Point

Sir:

In regard to the correspondence courses offered by the Army, which I have completed: Do the retirement points for a correspondence course count toward retirement, or just accumulate for other reasons?

Sgt. Robert G. Deuley
Mt. Zion, WV

The reference is AR 140-185, which is included in the Reserve Components Personnel Update. Ch. 2, Para. 2-1, and Table 2-1 in the reg spell everything out.

A member of the Reserve earns one retirement point for each three credit hours of correspondence course work.

However, a member can only be credited with a maximum of 60 retirement points per year for Inactive Duty Training (IDT) and for membership. Correspondence work is considered IDT. A member of the Reserve is credited with 15 points per year for membership. That leaves up to 45 more points that a soldier can earn for other IDT, including correspondence course work.

Unit members who attend all their drills will get all the IDT points they can handle from that source, so points earned from correspondence courses won't increase their creditable total of retirement points. On the other hand, IRR Reservists may find correspondence course points to be a lifesaver in getting a 50-point "good year" for retirement purposes.

More on MIA

Sir:

The letter "MIA Status" by CSM Eric H. Deravin in Issue 3/1988 was of great interest to me.

I wore a POW-MIA bracelet, with the name of U.S. Navy Capt. Trent Richard Powers. Capt. Powers was from Minneapolis-St. Paul, Minn. He was shot down Oct. 31, 1965, north of Hanoi, North Vietnam. I wore this bracelet until Capt. Powers' remains were recovered and officially identified. I then mailed the bracelet to his mother.

CSM Deravin, like you I will not rest until all of our missing servicemen are returned from Vietnam.

SSG Elmer J. Graham Jr.
Edison, N.J.

Finishing The Job

Sir:

I read with interest the article on Fuertes Caminos '88 (Issue 3/1988) and note that it was to have ended in June. Task Force 111 and the 326th Maint. Bn. continue this exercise at Fort Meade, Md. at this date (September). Here, Reservists are continuing the job of repairing the equipment that has come back from Honduras. Many units are doing back-to-back summer camps to provide the personnel to complete this job. Many others, such as myself, have taken extended tours to help in this task.

The troops are quartered and fed in World War 2-era facilities. The dining facility personnel are a mix of AT and ADSW. Considering the facilities and equipment, they are doing one helluva job. The work is being carried forward and the troops are eating well.

I find it true in the Reserve that quite frequently we train and operate with equipment that is no longer useful to the "regulars." We all understand priorities and budgets, but they are most obvious in the Reserve. We can handle it, and we are, as Fuertes Caminos '88 continues.

Sgt. Prescott P. Lawrence Sr.
Frederick, Md.

Looking Forward to MWO

Sir:

I enjoy reading the informative articles in *Army Reserve Magazine*, especially the one on "Rank of Master Warrant Created" (Issue 3/1988).

I've recently begun preparing my application package, requesting a commission as a warrant, and the news of a higher rank being created boosted my morale.

Sgt. Debra McDonald
Fort Meade, Md.

They Also Serve

Sir:

The Army Reserve has been a part of our family life since June of 1966. ADT, admin drill nights, and "We can't be there, it's a drill weekend," are standard in our home.

We've enjoyed the benefits of the PX; and an extra "vacation" when we tagged along with Bob on trips to Fort Lee. Souvenirs from Egypt, Germany and France decorate the house. The Reserve is a positive part of our lives.

When your latest issue arrived, I turned eagerly to the article on Fuertes Caminos '88. From October '87 to June '88, Bob was on active duty in support of the exercise. My excitement soon turned to disappointment. Those who were at Camp Powder Horn from December '87 to June '88 were given credit in two short phrases.

How about greater recognition for those who served "longer tours" for "several months"? They worked the same long days and got to see their families for only a short time in that period.

My hat is off to families of active duty personnel who are gone on even longer tours. It's true that the washer, furnace and car break down when your spouse is gone.

My thanks go out to the people who provided morale support calls. It was important to us to be able to hear Bob's voice.

We are grateful that we had the chance to visit with Bob in Honduras for a week. We experienced city life in San Pedro Sula, village life in San Luis, saw the ruins at Copan, and basked in the sun on the beach at Tela.

The icing on the cake would have been some recognition of those who were there for the duration.

Kathleen K. Gudgel
Warren, Ohio

You just provided that "greater recognition" for those who "come early and stay late" to provide continuity and support for the AT troops. The short length of magazine articles does not permit us to recognize everyone, but all the soldiers who participated in Fuertes Caminos '88 can and should be proud of their accomplishments.

Special Plates

Sir:

On page 4 of Issue 3/1988, *Army Reserve Magazine*, you mentioned that Missouri became the 11th state to have special plates for Reservists. Would you please provide a list of the 10 other states.

LTC James Otis
Bristol, Tenn.

The other states with distinctive license plates for Reservists are Alabama, Arkansas, Florida, Georgia, Illinois, Louisiana, New Jersey, Pennsylvania and Virginia. Yes, there are only nine listed — one other state has been dropped from the list, so Missouri makes 10.

The specific eligibility rules vary from state to state. For more information, contact your state's vehicle licensing agency.

W. Va. Guard Wants Its Engineers Back

Sir:

I have just finished reading the article in your third issue of 1988 on Fuertes Caminos '88. I checked today to see if the command-and-control unit of that operation still belonged to the West Virginia Army National Guard (WVARNG), and it does.

Your article identified the 111th Engr. Gp. as a USAR unit from Wheeling, W.Va. It is a WVARNG unit from St. Albans, W. Va., and has no elements in Wheeling.

I enjoyed your article, but I don't want to give up an outstanding unit like the 111th to the Army Reserve. Please put them back in the National Guard.

BG Harlan Y. Wilson
Asst. Adjutant General
W. Va. Army National Guard

The 111th did such a good job we want to claim it for our own, but, if you insist, you may have them back.

Retirement Points

Sir:

I am attempting to reconstruct 16 years of reserve records for justification of retirement points. I'm sure that I am not alone in this time-consuming and costly task.

I was horrified that the U.S. Army had failed to keep track of the points that we as Reservists earned. This is tantamount to a breach of contract. I and every other Reservist trusted the system to keep the necessary records required to qualify for a "good" retirement year. We placed our trust and confidence in this system, giving the U.S. Army our years and countless hours of volunteered time, expecting in return a retirement letter at the end of 20 years or so, only to learn that the system has failed and that we may not get that promised retirement letter.

I did not keep every scrap of paper that came to me, and had no orders to keep a complete "unofficial" record of my service. The only document we were told to keep in a safe place was a copy of our DD Form 214. I count myself lucky that due to poor housekeeping I was able to compile a fairly complete record from 1975 on. The earlier years are not so complete and may be lost forever, making it necessary to put in 22 or 23 years for the 20 year letter. Promotions being what they are, harder and harder as you move up, I may not make it.

If this had happened in a major civilian corporation, the law suits would be thick and the federal government would be investigating and prosecuting.

Maj. James C. Cartwright
Mandeville, La.

Maj Cartwright has put his finger on how the system should work, and how, in many cases, it really works. The Retirement Point Accounting System is fueled by millions of pieces of paper annually, produced by thousands of units and headquarters. The folks at ARPERCEN are doing their best to insure that retirement points are accurately recorded — when they are received.

Ultimately, it is in the best interest of the individual — who has the most to gain, or lose — to keep a set of his or her own records. Most young soldiers are advised from day one of basic training to "keep your own records." We would suggest the same to every Reservist. All those "scraps of paper" that come to you have some significance, or they wouldn't be sent.

As the policy stands, should something be missing from your records, for whatever reason, you, the Reservist, are responsible for proving that it was there in the first place. So in the future, save those records.

ARPERCEN Seeks Missing OERs, EERs

Officials at ARPERCEN are hunting for thousands of missing officer evaluation reports (OERs). What's more, thousands of missing enlisted evaluation reports (EERs) are next on the ARPERCEN wanted list.

The reports in question affect Army Reserve soldiers who train in an attached (as opposed to assigned) status with units of the Army Reserve, as well as with units of the Active Army, Army National Guard, or other branches of the Armed Forces.

Generally speaking, soldiers train in an attached status for retirement point credit only (no pay). Officials at ARPERCEN say the wave of missing OERs is apparently caused by the failure of the units involved to grasp the details of the governing regulation, AR 623-105. Chapter 7 has the specifics.

ARPERCEN recently contacted more than 600 units spread across the globe in an effort to recapture the missing evaluations, each one of which can be critical to a soldier's military career. The purpose of the ARPERCEN project is to recover all past due reports for soldiers serving in an attached status.

ARPERCEN is the only agency with authority to attach non-unit Reserve soldiers for duty for retirement points only. Similarly, only ARPERCEN can relieve a soldier from attachment.

Some soldiers are attached to as many as three different units for duty — the number of units to which a soldier may be attached for training is theoretically unlimited — and each unit is required to complete an annual evaluation on the soldier.

No Report?

If a delayed report cannot be written (for instance, if the rating officials have moved on) or more than two years have elapsed since the closing date of the report, the unit involved must request ARPERCEN to declare the period nonrated. Units' requests to ARPERCEN must state the reason why the report cannot be rendered, and must include sufficient information to allow beginning and ending dates to be established.

It is not only units that have responsibilities in the evaluation process. Soldiers who train in an attached status have an important responsibility to bring the requirements of AR 623-105 to the attention of their rating officials. Rating officials need to know up front that an annual rating is required for soldiers attached to the unit.

Units who find themselves required to render an evaluation on an attached Reserve soldier who never or rarely shows up to train must take action to have the soldier relieved from the attachment. ARPERCEN will not declare a period nonrated until the unit requests an order relieving the soldier from attachment.

What About My Career?

Many Reserve soldiers have called ARPERCEN with questions about this process, when nonrated periods appear in their official military personnel files. "What," they typically ask, "will this nonrated period do to my career?"

ARPERCEN's evaluation experts say that there is more than a single answer to the question. First, if the nonrated period was the result of nonparticipation, the action will likely be looked on as negative. In other cases, such as if the unit didn't understand the rating requirement, or the rating officials are no longer available, the result is not so clear.

Got a Question?

The subject of evaluation reports due on attached soldiers is not a simple one. Reserve soldiers, or units whose members must rate attached soldiers, may call or write ARPERCEN for help. Capt. Alfred Miller, at Autovon 693-6902, commercial (314) 263-6902, is the project officer. Questions about nonrated period statements may be directed to Capt. Donald Taylor at Autovon 693-6916, commercial (314) 263-6916.

Unit requests for nonrated period determinations should be submitted to Commander, ARPERCEN, ATTN: DARP-PRE-A, 9700 Page Blvd., St. Louis, MO 63132-5200.

What Is ARPERCEN?

The U.S. Army Reserve Personnel Center (ARPERCEN) is a field operating agency of the Office of the Chief, Army Reserve. It performs a wide variety of missions on behalf of Army Reservists, particularly Individual Ready Reservists (IRR), Individual Mobilization Augmentees (IMA) and Active Guard/Reserve (AGR) soldiers.

Correspondence to ARPERCEN should be addressed to:

Commander, ARPERCEN
Attn.: DARP-_____ *
9700 Page Blvd.
St. Louis, MO 63132-5200

* If you do not know the correct "Attention" symbol, omit the attention line.

When requesting assistance from ARPERCEN, be sure to sign your letter and include your social security number.

Some IRR Soldiers To Be Exempt From Annual Screening

The IRR screening program has progressed to the point that not all IRR soldiers will need to have their records screened annually, according to ARPERCEN officials.

The program has been in effect since 1986. Since then, IRR soldiers have had to report annually to a local recruiting station to screen their records.

In FY 1989, officers major and above, and other soldiers who are in their last year of IRR membership, will be excluded from this mandatory program.

Further analysis of screening results may identify other categories of IRR soldiers who will be excluded from the requirement, officials said.

Interested IRR soldiers may obtain more information about the screening program by calling ARPERCEN toll free at (800) 654-3745 — or, collect from inside Missouri, (314) 263-7230. Office hours are 7:45 a.m. to 4:15 p.m. Central Time, Monday through Friday.

Survey Gives ARPERCEN High Marks

A survey of the ARPERCEN's varied clientele taken recently showed that nearly 90 percent of the soldiers, former soldiers and members of the public who deal with the St. Louis-based command are satisfied with its service.

The survey polled a sample of the millions of Army Reserve soldiers, Army retirees, Army veterans and other citizens with whom ARPERCEN deals.

The command's primary mission is to provide life cycle personnel management services to Army Reserve soldiers, but it has a variety of other tasks in support of former soldiers, family members, and survivors of soldiers and veterans.

In May 1988, 3,000 questionnaires were divided equally among the six ARPERCEN directorates that deal directly with the command's clientele.

Each directorate sent the questionnaire to a number of its clients and 60 days were set aside for responses to be returned. A total of 615 questionnaires were returned; tabulation and evaluation followed. Using standardized survey techniques, ARPERCEN officials state that results of the survey establish a 95 percent certainty that the responses were representative of the entire clientele population. Plus or minus 5 percent was the error rate.

The survey asked ARPERCEN clients to report their satisfaction — or lack thereof — in seven specific areas of service: accessibility, cooperation, timeliness of reply, clarity of response, completeness of response, accuracy of response, and overall handling of the action. In addition, each client was asked the number of contacts it took to get a satisfactory reply, and how long the process took.

The poll revealed that satisfaction with ARPERCEN service ran near 90 percent in each area under scrutiny; 7-12 percent of respondents were unhappy with the service they received.

The poll showed that more than 69 percent of all contacts were by phone.

ARPERCEN receives more than 9,000 telephone inquiries every duty day, and handles more than 4,700 inbound pieces of correspondence. Of these, roughly half come from Reserve soldiers and retirees of the Active Army, the Army National Guard, and the Army Reserve.

New HIV Test Procedure For IRR, IMA Soldiers

A simplified procedure has been established to help non-unit U.S. Army Reserve soldiers obtain human immunodeficiency virus (HIV) testing required before certain types of active duty.

The HIV test is used to detect the presence of the virus which is known to cause Acquired Immune Deficiency Syndrome (AIDS).

According to ARPERCEN officials, the new procedure affects members of the IRR and IMA program.

HIV testing for non-unit Reserve soldiers now can be arranged by ARPERCEN's personnel management officers (PMOs) and enlisted career advisers. They can issue authorization letters for HIV testing at selected U.S. Army medical facilities.

ARPERCEN will direct soldiers requiring an HIV test to a specific facility, and will require them to make an appointment in advance. Because of funding constraints, ARPERCEN is currently sending authorization letters only to Reserve soldiers who live within commuting distance of an approved testing facility. PMOs and career advisers have a complete list of the participating Army medical facilities.

HIV testing by an authorized military medical facility — and clearance of the test results — is required for Reserve soldiers before they are ordered to any assignment outside of the United States. The same requirement applies for any duty longer than 29 days' duration.

ARPERCEN medical officials stress that only results of a test done by an authorized military medical facility are acceptable.

For more information about the testing, write to ARPERCEN, ATTN: DARP-EP (for enlisted soldiers) or DARP-OP (for officers).

ARPERCEN Wants to Hear From Linguists

Do you speak a foreign language? If so, and if you are a member of the IRR or the IMA program, ARPERCEN wants to hear from you.

ARPERCEN is particularly interested in individuals who have a working knowledge of a foreign language, but who do not have in their files current (within one year) results of the Defense Language Proficiency Test (DLPT).

Special needs exist for soldiers who speak Russian or any Arabic dialect. However, Army contingency plans require soldiers proficient in other languages as well.

The DLPT is the military's way of determining a soldier's language proficiency. Taking the DLPT is the key to a number of training opportunities for linguists. First, it is used to determine whether a soldier needs to attend language refresher training. Second, a current test (within one year) could possibly lead to interesting opportunities to use foreign language skills.

The DLPT is also a determining factor in the award of Foreign Language Proficiency Pay (FLPP) to IRR or IMA soldiers during ADT. FLPP is authorized for soldiers in IMA positions requiring a foreign language or enlisted soldiers and warrant officers with certain military occupational specialties.

The DLPT is normally accomplished during a regularly scheduled ADT or AT tour. ARPERCEN can assist other soldiers in scheduling the DLPT at their convenience. Retirement points can be awarded to soldiers who test on their own time.

If you are an IRR or IMA soldier, speak a foreign language and would like to be scheduled for testing, call or write your career adviser or personnel management officer at ARPERCEN.

Individual Leadership

By Maj. David Hoopengardner

Our column in the last issue of *Army Reserve Magazine* discussed concepts of leadership. We defined leadership as the art of influencing others toward a common goal. We stated that requirements change at different levels of the Army, and that makes the nature of leadership different. The nature of work is different as one progresses through an organization. Demands of leadership vary.

Individual Leadership

At the lowest organizational levels in the Army, leadership is primarily individual or direct. We're talking about leading one or more soldiers in a direct face-to-face manner. This type of leadership primarily occurs at the squad, platoon and company level. It's here where "the rubber meets the road," because it's here where the real work of the Army takes place.

Many who study leadership now think of direct leadership as based in values and demonstrated in behaviors. That's a change from the traditional historical study of leadership, and its focus on traits and attributes.

The "Greats and Traits" used to be a common theme. People looked at great leaders such as Alexander the Great, Hannibal and Napoleon, and tried to determine what traits or personal characteristics the leaders shared. However, we can't see traits; what's more, it's difficult to identify any set of traits all great leaders share. History provides us with examples of "great" leaders who were equally successful but with varying traits.

With this conflicting historical evidence, what's the young leader who wants to be successful supposed to do?

Focus on Behavior

About two years ago the FORSCOM leadership section tried to determine the characteristics of good leaders. We researched all the leadership doctrine in the Army — field manuals, training circulars, etc. — and here's what we found.

When we finished, we had the following list:

Attributes	3
Principles	11
Traits	24
Competencies	9
Values	34
Total Characteristics	81

It's doubtful that anyone knows all 81 of these attributes, principles, traits, competencies and values. If you don't know all 81, then you don't know the standard for leadership, according to doctrine. If you don't know the standard for leadership, you can't know how you or your subordinates are supposed to act as leaders.

Most Important Leader Behaviors

Fortunately, the Army Research Institute published a report that directs us on the right azimuth. This report is called "Most Important Leader Behaviors," and almost doubled our original list of 81 characteristics!

However, the list was pared down to 40 "behaviors" — which are things we can see and observe. All have been proven to relate to effective leadership. We also linked each of these behaviors to one or more of the Army's individual soldierly values — competence, courage, candor and commitment. You can see the list on the next page.

Now that you've scanned this list, how do you use it? First, take out a sheet of paper and grade yourself on each behavior, using a range of A+ to C−. Don't give yourself a grade lower than C- because we are all good leaders with perhaps a few areas needing improvement. Take about 5-8 seconds on each behavior and give yourself a grade.

You've just completed your own leadership report card. Work on your weaknesses, sustain your strengths, and you're on the road to success.

Want to see how your subordinates perceive your leadership ability? Copy this list and let your subordinates grade you, using the same grading scale. Have them return the list to you (without their name on it) and average the grades. Compare the averages with your own grades.

If you've been honest with yourself and your subordinates have been honest with you, you'll have a good idea of how your leadership looks from below — where it really counts.

If you hand out these cards and no one returns them to you, that should tell you how much your subordinates trust you. Or, if you get them back with all A+s, that should tell you they're somewhat afraid to tell you the entire truth.

Somewhere in between no cards returned and all A+s is a happy mix. That mix will tell you how much trust and confidence your subordinates have in telling you the truth.

Finally, make another copy of this list and grade your boss — the person who writes your evaluation. Then show it to your boss.

Now, if you're sitting there thinking, "There's no way I could do that!", or if you can only fill out a card with all A+s, that should tell you how much trust and confidence there is between you and your boss.

We've had thousands of leaders fill out this list, and they tell us it can help establish meaningful communication between leaders and subordinates.

Why go through this drill of filling out the list and giving it to your subordinates and boss? The Army has existed for over 200 years without this kind of system, right? Why start this now?

The answer lies in the importance of leadership. Research at the National Training Center shows a high relationship between the state of command climate and unit effectiveness. We have good indicators from both objective data (number of targets killed, number of mechanical breakdowns, number of preventable injuries, etc.) and subjective evaluations (tactical competence as reported by exercise-controllers).

Summing Up

We welcome feedback on this issue's column or items you'd like to see in future columns. We're looking for Army

Reserve success stories — stories about individuals and units who have overcome obstacles in the Army Reserve. Write us at Forces Command, FCJ1-RTP (Leadership), Fort McPherson, GA 30330-6000. Or call one of the members of our team: Maj. Ross Nida, chief, (404) 669-6892; Maj. Mic Monaghan (404) 669-6872); or Maj. David Hoopengardner (404) 669-6813. The Autovon prefix is 367. Hope to hear from you.

(Maj. David Hoopengardner is a leadership staff officer at the J1 Retention Division, Headquarters Forces Command.)

The Most Important Leadership Behaviors

I. Task/Mission Oriented:	Candor	Commitment	Competence	Courage
1. Makes sure subordinates obey rules and regulations	✓	✓		
2. Counsels people who violate rules, regulations, and orders.	✓			✓
3. Encourages use of standardized procedures.		✓	✓	
4. Makes on the spot corrections.	✓			✓
5. Helps subordinates improve on on-going task/mission.		✓	✓	
6. Makes sure work is organized.			✓	
7. Explains how a task/mission can be done.			✓	
8. Makes sure subordinates have necessary training.		✓		
9. Teaches subordinates how to improve performance.		✓	✓	
10. Uses "hands on" training.			✓	
11. Plans ahead.			✓	
12. Counsels subordinates who don't do their share.	✓			✓
13. Trains subordinates as a team.		✓	✓	
14. Specifies how the finished task/mission should look.	✓		✓	
15. Tells subordinates what is expected of them.	✓			
16. Seeks responsibility.		✓		✓
17. Maintains high standards.			✓	✓
18. Checks task/missions progress.		✓	✓	
19. Sets the example.			✓	✓
20. Has good job knowledge.			✓	
21. Is able to apply knowledge in the field.			✓	
22. Sets a time for tasks/missions to be done.	✓	✓		
23. Provides resources to do the tasks/missions.		✓		
24. Lets subordinates know where they stand concerning their performance.	✓			
25. Develops subordinates.		✓	✓	
II. People Oriented				
1. Listens to people.	✓	✓		
2. Treats people with respect.	✓	✓		
3. Is easy to talk to.		✓		
4. Takes care of subordinates and shows personal concern.		✓		✓
5. Helps people take care of personal problems.		✓		✓
6. Gives praise. Rewards good performance.	✓	✓		
7. Has a sense of humor.	✓	✓	✓	✓
8. Maintains good morale among subordinates.		✓		
9. Uses subordinates' suggestions.	✓	✓		
10. Stands up for subordinates when they receive unreasonable demands or blame.				✓
11. Goes to bat for subordinates to get things they deserve.				✓
12. Is willing to make changes.				✓
13. Asks for suggestions/ideas from subordinates.	✓			✓
14. Helps settle disagreements between subordinates.				✓
15. Shares hardships.				✓

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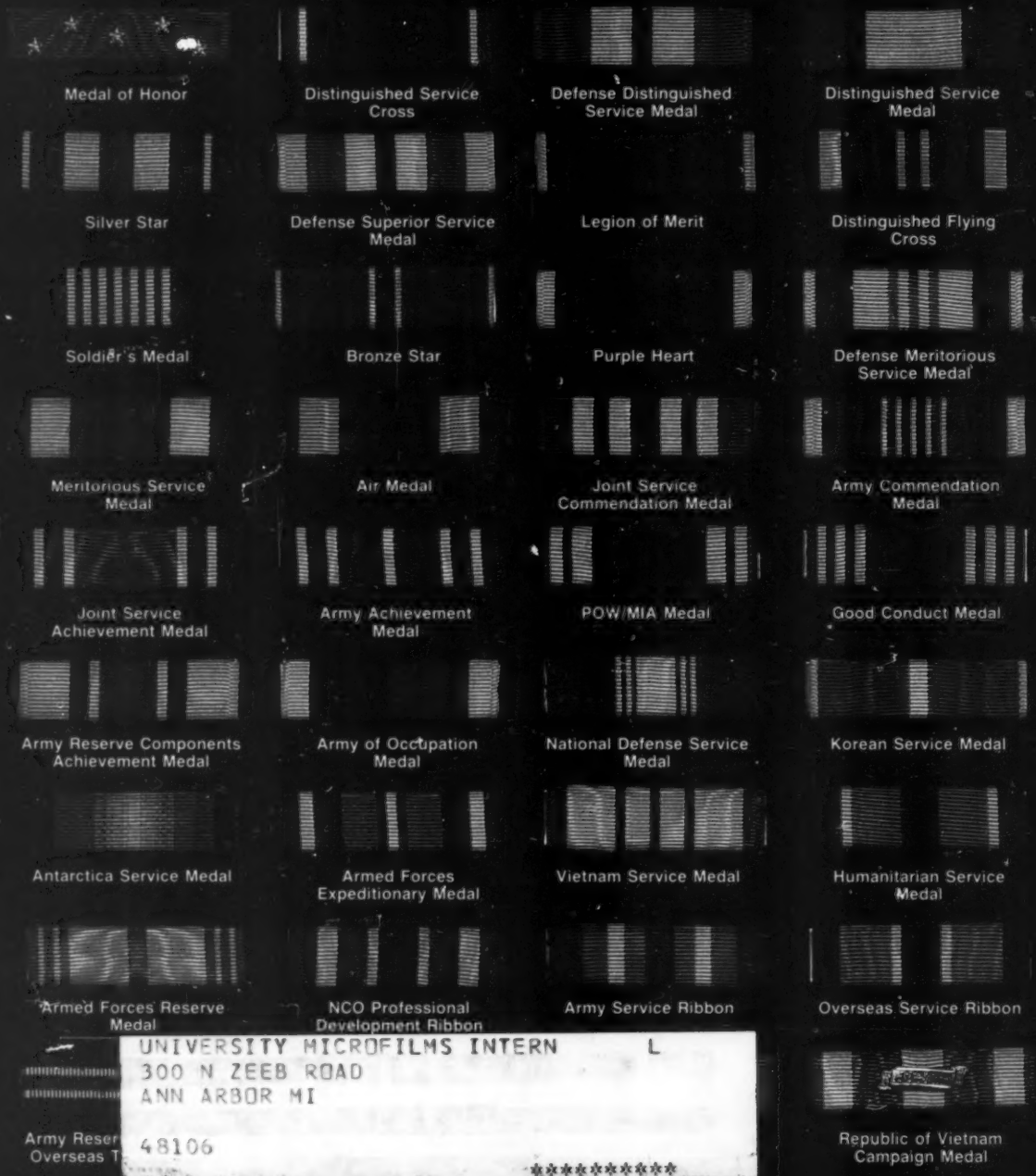

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These medals and ribbons are displayed in the correct order of precedence. This table is not all-inclusive but includes those ribbons which would be most commonly seen on Army Reserve uniforms. For more information, see AR 670-1 and AR 672-5-1. Photo courtesy *Soldiers* Magazine.